



A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY
FOR WOMEN IN GOVERNMENT

SPACE COAST CHAPTER, KENNEDY SPACE CENTER, FL
<http://www.ksc.nasa.gov/groups/few/>

JANUARY 2005

SPACE COAST CHAPTER, FEW 2004 – 2005 Officers and Committees

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PRESIDENT'S MESSAGE

Dawn Partlow

Hope everyone had a wonderful Holiday season with all the blessings of family, gifts, food and the warmth of being together. Those who have not done so already, take a moment, reflect upon all of your blessings of this past year. We all have so much to be thankful for and so much to strive for in this coming new year.

The 26th Annual Training Program Committee is busy bringing the plans for our seminar on March 2 and 3, 2005. They will be meeting with the hotel, finalizing the registration package, contacting exhibitors, etc. Please give them your support if you are called on to be a hostess, to help with registration, or to introduce a speaker. The more you are involved in the planning the more you will benefit and enjoy the seminar.

Our January meeting will be held on the third Tuesday of the month, January 18, and will be a business meeting to be held at Kelsey's in Port St. John gathering between 4:30 and 5:00 p.m. We need to get back on track with chapter business.

Here are some dates to remember for February and March:

February 1 – South East Region Scholarship for NTP Deadline. (The SE bylaws provide for a scholarship to attend the National Training Program in an amount covering actual expenses up to \$1,500. The covered expenses include

tuition out of pocket for full registration, hotel room, transportation and meals up to the government daily per diem. The Awards Committee will solicit applications, which must be postmarked no later than February 1 each year.)

February 7 – 2nd Chapter Quarterly Report (Nov, Dec, Jan) due.

February 14 – Valentine’s Day

February 15 – Space Coast Chapter Business and Program Meeting – location TBD

March 2 – 3 – Space Coast Chapter Annual Training Program – Holiday Inn, Cocoa Beach

I wish a Happy 2005 to all our Space Coast Chapter members, old and new. We hope this will be the year that we renew old friendships, get better acquainted with new members, and all work together to help each other at work, at home and in the community.



SUNSHINE

Vivian Andreasson

Celebrating birthdays in January:

Connie Dobrin	January 5
Sammie Martin	January 16
Maria Caban	January 29

Happy Birthday!

If you notice anyone missing please email Muzette Fiander at Muzette.B.Fiander@nasa.gov

ANNUAL TRAINING PROGRAM

Vickie Hall

Our Training Program, ‘Challenge Yourself in a Changing World’ is well underway, thanks to all the support from all of our dedicated members. And it’s not too late to become a part of this training team, so if you are interested,

please contact me at 867-9100, Vickie.C.Hall@nasa.gov.

The next Annual Training Program (ATP) Meeting will be held January 19, 2005 from 11 a.m. – 12:30 p.m., in Headquarters, Room 2635. So please feel free to join us. If you have any questions please, contact either me at 867-9100, Vickie.C.Hall@nasa.gov or Barb Powell, 867-7384, Barbara.Y.Powell@nasa.gov or Sandy Eliason, 861-9309, Sandra.K.Eliason@nasa.gov.

COMMUNITY OUTREACH

Aneta Ott

SALVATION ARMY CHRISTMAS STOCKINGS

Again this year "The Stuff a Stocking Project" for the Salvation Army was a big success! Many thanks goes to those that participated! We asked the whole family of KSC to participate and boy did they come through with the stockings that were needed. On Monday, December 10th, we delivered over 400 stockings to the Salvation Army in Rockledge for this project. We had three and a half vehicles full to the brim with stuff for the children. After the stop date for the stockings I received approximately another 50 or so stockings that I delivered to the Brevard Sharing Center. Both organizations were very grateful for our help! So Sisters we did it again, we helped a lot of children have a better Christmas!

ANGELS FOR BAXLEY

Lots of thanks and love to all those that helped the people at Baxley have a Christmas. I had 51 names and they all received gifts! They were delivered on the 22 of December and what a Christmas they had! Thanks again for your participation in this project you made Christmas for a lot of elderly people!

NATIONAL BREAST CANCER AWARENESS

Submitted by Vickie Hall

FEW once again collected over 1200 pink yogurt lids that we sent in to Yoplait, who in turn will donate .10 for each lid to support the Susan

Komen Breast Cancer Foundation. We are very fortunate to have the support we get at the Kennedy Space Center from our fellow employees. A special Thanks to all of you that ate yogurt or served as a collection point for the lids. Collectors were Karen Jansma, Barb Powell, Dawn Partlow, Becky Fasulo, Jane Drinkhouse-Demars, Sandy Shaheen, Betty Valentine, Joette Feeney, Aneta Ott, Vanessa Stroh, Janlynn Hall and several others that just set up containers in their offices then mailed the lids in to me.

FLORIDA HISTORY AND CULTURE



Submitted by Vickie Hall

Name Origins of Florida Places

Florida's cities and counties are named for influential residents, Indian words used to describe the area, and former governors. In the next few issues, I'll include a few of these just to help educate you a little more on Florida's history.

Altamonte Springs, Seminole County -- Altamonte is Spanish for "high hill". Right: waiting for the train at the Altamonte Springs Train Station, ca. 1882.



Anna Maria Island, Manatee County -- Ponce de Leon was said to have named the island for the queen of King Charles II, the sponsor of his expedition. Pronunciation is often disputed, most prefer Anna Mar-EE-a, but the old timers like Anna Mar-EYE-a.

Apalachicola, Franklin County -- The word probably comes from the Hitchiti Indian words "apalahchi" (on the other side) and "okli" (people). Together word may mean "those people residing on the other side or shore."

Arcadia, De Soto County -- The Rev. James Hendry named the town in honor of Arcadia Albritton, a daughter of pioneer settlers who baked him a cake for his birthday. He

appreciated it so much he named the city after her.

Aripeka, Pasco County -- Named after Sam Jones, a famous Miccosukee chief, who was called Aripeka or Aripeika. The name is possibly corrupted from Muskogee "abihka" (pile at the base or heap at the root), which was a contest for supremacy among warriors who piled up scalps, covering the base of the war-pole.

My source of information
<http://dhr.dos.state.fl.us/facts/> .

SPACE COAST CHAPTER PROGRAMS

Submitted by Jean Grenville

The Space Coast Chapter January Business Meeting will be held on Tuesday, January 18, at Kelsey's in Port St. John gathering between 4:30 and 5:00 p.m. Any new agenda items should be sent to President, Dawn Partlow, as soon as possible. Your attendance and participation is appreciated.

February's meeting will be a Program and Business meeting and will be held on Tuesday, February 15. Program and location is to be determined.

March's activities revolve around the 26th Annual Training Seminar on March 2-3 at the Cocoa Beach Holiday Inn. Vickie Hall is the chair with co-chairs Barbara Powell and Sandy Eliason.

On April 19 we will be conducting our annual membership meeting, so be thinking of someone you would like to invite to this important meeting.

SCHOLARSHIP COMMITTEE

Betty Valentine

Each year, the Space Coast Chapter of Federally Employed Women sponsor scholarships for dependents of KSC employees who are either a graduating senior in high school or already enrolled in college as an undergraduate student.

Last year, the Chapter sponsored eight students to help defray the cost of college necessities. Each scholarship ranged from \$500 to \$1,000.

The call is out for this year, and the Chapter is accepting applications until March 25, 2005. The winners will be notified no later than April 30, 2005. You can obtain an application by calling Betty Valentine/UB-I at 861-2016.

For FEW members that are interested in applying for the membership scholarships you must have been a member for the past two years, served as an officer, committee chair, or a member who has actively participated in chapter meetings and/or programs and supports the goals of FEW. Please forward the following information to Betty Valentine/UB-I-3. I will need the information by April 15, 2005.

NAME
Company/Organization
Mail Code
Phone Number
Area of Studies

FEW MEMBERSHIP RENEWAL REMINDER

Ellie Miller

Yes, it is that time of the year again, and I ask for your help with this. Since I am the "new" person on the block, your every assistance is invaluable to me!

I would ask that your renewal be submitted as quickly as possible.

Many members do not know me or where I am so allow me to provide that information:

Ellie Miller
Mail Stop: SGS-6200
Phone: 853-6444 (Office)
Building: 1708, Room 121



GOVERNMENT NEWS & LEGISLATION

Marie Argana

Voting Record Scorecard

FEW has just released its Voting Record Scorecard for the 108th Congress, and 28 legislators scored a perfect 100% (4 Senators and 24 House Members). Another 13 Senators and 70 House members scored 90%.

In a press release, FEW President Patricia Wolfe expressed her appreciation to these lawmakers for supporting federal workers in general, and federally employed women in particular, through their actions. "We are pleased that some legislators scored a perfect 100% during the 108th Congress," Wolfe stated. "However, we would like to double these numbers during the 109th congressional session. We urge legislators coming back to work today to support the goals of federal workers nationwide, and we stand ready to work with all lawmakers to achieve our legislative priorities."

Based on votes and co-sponsor status of top legislative issues for federally employed women, legislators earned ten percentage points for supporting FEW's position on selected issues and pieces of legislation. A copy of the *Voting Record* is available on the FEW website (www.few.org).

Federal ID Cards

Federal officials are developing government-wide identification card standards for federal employees and contractors to prevent terrorists, criminals and other unauthorized people from getting into government buildings and computer systems. The effort, known as the Personal Identity Verification Project, stems from a homeland security-related presidential directive and is being managed by the National Institute of Standards and Technology (NIST).

Federal officials want to replace the existing piecemeal system of agency-level ID cards with "smart cards" that are hard to counterfeit, resistant to tampering and difficult to use by anyone other than the rightful card-holder if lost or stolen.

Such cards will be required for all federal employees, including members of the military, as

well as for employees of private organizations and state and local government who regularly require access to federally controlled facilities and computer systems. The new standards also will include tougher background check requirements before many recipients can get their agency ID card. Employees could start using the new cards as early as fall 2005.

Federal Sector Personnel Cuts:

The Council of Federal EEO and Civil Rights Executives recently issued a position paper on Management Directive 715 (MD 715) – the highly controversial directive prepared by the Equal Employment Opportunity Commission (EEOC). The report states that by discarding the term “minorities and women” from the text of MD-715, the Council fears that EEOC is giving the impression that the federal government has reached a level playing field.

The council also believes that by omitting the term “under-representation,” MD 715 asks federal agencies to identify barriers that have impeded the progress of certain employees, but offers no guidance to these agencies regarding what remedies to adopt for employees who have been adversely impacted by these past barriers.

To read the full MD-715 Position paper, go to www.fpmi.com/lerpress/md-715_paper.pdf.

Women in the Military:

Air Force Academy commanders over the past 10 years failed to recognize and deal with the seriousness of sexual assaults against female cadets, according to the Pentagon’s inspector general. According to the report, “We conclude that the overall root cause of the sexual assault problems at the Air Force Academy was the failure of successive chains of command over the past 10 years to acknowledge the severity of the problem.”

In response to this and other sexual assault issues in the armed forces, David Chu, Undersecretary of Defense for Personnel and Readiness, said the Pentagon would soon implement a new military-wide policy protecting the confidentiality of people who report being sexually assaulted.

The scandal at the Air Force Academy in Colorado Springs began to emerge in January 2003. It led to the sacking of the academy’s leadership and wholesale reviews of military policy on sexual assault. Last year, nearly 150 women came forward with accusations that they had been sexually assaulted by fellow cadets between 1993 and 2003. Many alleged they were punished, ignored or ostracized by commanders for speaking out.

Employment Benefits

The arrival of 2005 brings several changes in the financial pictures of federal employees and retirees, some due to legislative action and some due to normal adjustments in benefit levels tied to inflation. For general schedule employees, of course, the most important change is the average 3.5 percent January 2005 federal pay raise, to be paid effective with the first full pay period of the new year (which starts January 9 for most employees). In a December 30 executive order, President Bush as expected designated 2.5 percentage points as across the board raises and designated the remainder to be divided up as locality pay, yielding total increases ranging from 4.30 percent in the San Francisco locality to 3.26 percent in the "rest of the U.S." locality. Wage-grade employees get their raises at varying times of the year under their locality pay system; they generally will get the GS raise applying in the locality where they work rather than having their raises capped at the average GS amount as in past years.

Retirees are getting their annual cost-of-living adjustments with their January checks. The COLA for those retired under the CSRS annuity system will be 2.7 percent. FERS retirees get the 2.7 percent adjustment on their Social Security benefits, as well, while they will get 2 percent on the civil service portion of their annuities, assuming they are eligible for COLAs (generally FERS does not pay COLAs under age 62). Those who retired in calendar year 2004 should note that COLAs are pro-rated according to the month in which their annuities started.

Also beginning this month are the new premium rates paid by both employees and retirees under the Federal Employees Health Benefits program—effective January 1 for retirees and with the first

full pay period of the year for most active employees. Premiums on average are increasing by around 8 percent in 2005, although within that average is a wide variation of actual changes, with some plans exceeding that figure substantially while others had smaller increases or even lowered premiums.

Also note that coverage changes also take effect at the same effective dates as the premium changes. Further, any changes in plans or levels of coverage elected in the recently concluded FEHB open season also begin. This includes any elections of plans offering "health savings accounts" or "health reimbursement arrangements," which are new features offered by some plans.

For FERS employees, the Social Security maximum wage base is rising to \$90,000 from \$87,900. That is the portion of their salaries on which they pay the 6.2 percent "FICA" tax--there is no limit on the 1.45 percent Medicare tax paid by both FERS and CSRS employees. Also, for those retired under FERS, the earnings test applying to Social Security beneficiaries aged 62-through "full retirement age"--for 2005 is 65 and six months--is increasing to \$12,000 from \$11,640. Those beneficiaries lose \$1 in Social Security benefits for every \$2 in earnings through employment or self-employment above the limit. A separate earnings test applies only to earnings for months in the year an individual reaches full retirement age prior to the individual attaining that age. One dollar in benefits will be withheld for every \$3 in earnings above \$31,800. There is no limit on earnings beginning the month an individual attains full retirement age.

The monthly premium paid by those receiving Medicare Part B (primarily physicians' services) benefits is rising to \$78.20 from \$66.60. The Part B annual deductible will rise to \$110, the Part A (hospital insurance) deductible is rising to \$912 for the first 50 days per benefit period and the coinsurance requirements is increasing to \$228 a day for the 61st-90th day per benefit period and to \$456 a day above 90 days. Those new figures represent increases of several dollars each.

On another note, the House of Representatives, in a unanimous vote, approved the Federal

Employee Dental and Vision Enhancement Act (S 2657) that would enhance dental and vision benefits for federal employees. The bill has gone to the White House for the president's signature. The program will become available in 2006.

The bill would authorize the Office of Personnel Management to set up a program to provide dental and vision coverage to federal employees and retirees. The program would be voluntary, and enrollees would pay the entire cost, but they would benefit from group rates -- similar to the Federal Employees Long-Term Care Insurance Program. The current health benefits program for federal employees provides reimbursement for only a small fraction of dental care and no reimbursement for the cost of eye exams or eyewear.

Under the bill, OPM would solicit bids from health insurance companies and give them wide leeway in designing plans. They could offer varying levels of benefits and options while using the purchasing power of a large pool of enrollees to hold down premiums.

The bill will also require OPM to review the possibility of continuing health insurance coverage for full-time students older than 22 under FEHBP family policies.

On another front, legislation that will make it easier for federal employees to manage their accounts in the Thrift Savings Plan was approved by the Senate and sent to the president for signature. This measure will eliminate the TSP's twice-a-year "open seasons," the only time employees can change the amount they contribute from their salaries toward their retirement.

After the president signs the bill, the TSP will issue new regulations on enrollment and contributions and phase out the open seasons. The new rules should be in place next year, when the TSP plans to introduce "lifecycle" funds that participants can select to rebalance their accounts to ensure diversification and appropriate risk.

FOR IMMEDIATE RELEASE

Contact: Janet Kopenhaver
January 10, 2005
703-528-7822

FEW Applauds Rep. McKeon's Actions to Repeal GPO/WEP

(Washington, D.C.) – The members of Federally Employed Women (FEW) are applauding Rep. Howard McKeon's (R-25-CA) introduction of HR 147 on the opening day of the 109th Congress that amends title II of the Social Security Act to repeal the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP). The bill has 122 co-sponsors.

"FEW supports the repeal of both of these unfair provisions," FEW's President Patricia Wolfe stated. "Both the GPO and WEP lower the retirement income of federal employees by altering the Social Security benefit formula for certain groups. What is particularly egregious is that spousal and retirement benefits are reduced for Americans simply because they worked for the federal government," Wolfe continued.

Repeal of these provisions is a top legislative goal for FEW members. "We firmly believe that both affect women much more harshly than men because women are more likely to spend time out of the workforce (about 12 years) to tend to family care giving responsibilities," added Rhonda Trent, FEW's Vice President for Congressional and Government Relations. "That is time she is not earning a pension, vesting in a pension or contributing to Social Security," Trent concluded.

The Government Pension Offset (GPO) was enacted in 1977 to prevent government retirees from collecting both a government annuity based on their own work and Social Security benefits based on their spouse's annuity. This law decreases by two-thirds whatever spousal social security benefits for which a retired government worker might be eligible.

The GPO, in effect, prohibits federal retirees from collecting both a full Civil Service Retirement System (CSRS) annuity based upon his or her own government employment and full Social Security benefits based upon a spouse's employment. The victims of GPO are largely elderly women who are both CSRS annuitants and widows of private sector employees. Had these women spent their careers working for government contractors or anywhere else but the federal government, they would be entitled to full, unreduced Social Security spousal or survivor benefits. But because they earned their pensions through federal service, their Social Security benefit is "offset" by their own earned retirement benefits. It is simply not fair to treat government retirees differently than government contractors or other employers.

-MORE-

Another provision – the Windfall Elimination Provision (WEP) – 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 \$561 in average monthly career earnings, plus 32% of monthly earnings up to \$3,381 and 15% of earnings above \$3,381. Federal retirees however are only allowed to receive 40% of the first \$561 in career monthly earnings, a penalty of \$280.50 per month simply for working in the federal government.

It is time for Congress to REPEAL these unfair restrictions and RESTORE the earned benefits once enjoyed by dedicated federal workers.

FEW is a private, not-for-profit organization founded in 1968 after Executive Order 11375 was issued that added sex discrimination to the list of prohibited discrimination in the federal government. FEW has grown into an international organization serving over one million federally employed women – both in the military and civilian workforce.

Taken from the National FEW Immediate Release ltr dated January 10, 2005.

Submitted by Clara Anderson

Your Health *Submitted by Vickie Hall*

A Nutty Addition to a Healthy Diet

Enjoying a handful of nuts is a pleasure for most people. But the thought of fat in nuts may keep some from savoring that pleasure.

Nuts are high in fat, but the fat in most nuts is healthy, monounsaturated fat, which can help lower blood cholesterol. Good sources of monounsaturated fats include peanuts, pecans, walnuts and almonds. In addition, research studies have shown that many different nuts are helpful in reducing the risk of cancer and elevated blood pressure.

Nuts also provide protein, carbohydrates and a wide variety of vitamins and minerals.

But wait, there's more. New research shows that eating plans that include nuts are more satisfying, leading people to eat less and control

their weight. So enjoy nuts in your eating plan. The key is watching your serving sizes.

Taken from:

<http://www.eatright.org/Public/NutritionInformation>

It's a New Year...So Let's Improve our Health and Happiness By Keeping a Positive Mental Attitude

Four (4) Key Elements to Maintaining a Positive Mental Attitude:

- 1. Self Talk** - Tell yourself positive and realistic things about yourself. Validate that you are a valued member of your work team, of your family, group of friends, etc.
- 2. Positive Images** – Visualize yourself reaching your goals.
- 3. Block Negative Emotions and Thoughts** – although you cannot control negative emotions and thoughts, what you can do is control how you respond to them. Additionally, you can use the self-talk and positive images to block the negative emotions and thoughts.
- 4. Stop Worrying** – Worry is negative. Rational thinking is your goal, so start by asking yourself a couple questions to help you escape the worry trap. When you start to worry about something, ask yourself two questions:
 - a. Is the concern realistic?
 - b. Can I do anything about it?

Info from the Healthier NASA Calendar from Phillip M. Perry, Materials Management Magazine, March 2004.

Submitted by Johanna Velasquez

COCOA VILLAGE PLAYHOUSE

Brigadoon

Feb 6 – Feb 22

Anything Goes

Apr 23 – May 9

CALENDAR OF EVENTS

January

- 17 Martin Luther King Holiday
- 18 Chapter Business Meeting at Kelsey's in Port St. John
- 19 ATP Meeting

SPACE COAST CHAPTER NEWSLETTER

Muzette Fiander

This monthly publication is a means of sharing information and ideas. Please send news articles or items of interest for this Newsletter to Muzette Fiander, TA-E1, or e-mail at Muzette.B.Fiander@nasa.gov. Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership Application is attached as the last page.

Thoughts to Ponder

Submitted by Vickie Hall

No man means all he says, and yet very few say all they mean, for words are slippery and thought is viscous.

- Henry Brooks Adams

One friend in a lifetime is much; two are many; three are hardly possible. Friendship needs a certain parallelism of life, a community of thought, a rivalry of aim.

- Henry Brooks Adams

Three grand essentials to happiness in this life are something to do, something to love, and something to hope for.

- Joseph Addison

Friendship improves happiness, and abates misery,
by doubling our joys, and dividing our grief.

- Joseph Addison

Idle Thoughts

Experience is the thing you have left when everything
else is gone.

Teach a child to be polite and courteous in the home
and, when he grows up, he'll never be able to merge
his car onto a freeway.

Is it my imagination, or do buffalo wings taste like
chicken?

All I ask is a chance to prove that money can't make
me happy.

