

Greater Los Angeles Federal Executive Board



News-At-A-Glance OCTOBER 1999

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This publication is prepared by the staff of the Greater Los Angeles Federal Executive Board. Its content is extracted from information received in the FEB Office and gleaned from public information sources. Please forward your agency newsletter or "news items" to the FEB Office for inclusion in future FEB News-at-a-Glance editions.

Greater L.A. Combined Federal Campaign (CFC) U.S. Coast Guard *Ship of Horrors*: Your Inquiring Reporter Shrieks with Delight!

Greeted by a tall, menacing Death figure, who resembled Darth Vader (& turned out to be the Greater Los Angeles CFC Manager, Demetrius Stevenson), your Inquiring Reporter began a haunted tour of the **U.S. Coast Guard (USCG)** Cutter *Conifer*, whose creatively scary transformation surpassed any seen in years of Halloween events. From the **FAA's** "Drugs, Death, & Teenagers" scene of ghouls dripping in "red stuff" & writhing in agony from their addictions, your reporter progressed through dark, smoky labyrinths inhabited by black-robed spooks, who symbolized various societal ills & tried to capture her for eternity by clutching her limbs as she passed. She viewed a sadistic medic using power tools on his helpless "patient," & found especially entertaining the cackling "killer" chef, who could not resist sampling the "human drumsticks" & innards from his steam table.



Although some visitors emerged from the ship clutching their thudding hearts & so shaken that, when asked if they were Federal employees, they could no longer answer coherently, a few hardy souls preserved enough presence of mind to answer the questions your reporter posed:

1. What do you think of the Ship of Horrors?

2. What is the most important thing the CFC does?

Jennifer McCrury, U.S. Postal Service (USPS): 1. I loved it! 2. CFC helps needy charities.

Jon K. Grob, USCG: 1. A fabulous experience for all! 2. CFC gets people involved in helping other organizations.

Sharon Marks, Federal Bureau of Investigation: 1. It was great! It was set up really well. The scare stations were realistic. 2. CFC provides help to needy families.

Estela Valera, Executive Office for Immigration Review:

1. Great! Truly a fright. Good event. We should have more!

2. CFC helps those in need no matter what level of economic well-being.

Evelyn Woolridge, FAA CFC Coordinator, CFC Publicity Committee member, & hostess of the anti-drug scene noted above: 1. Excellent opportunity for all Federal agencies to work together on a project with the same common goal: promote awareness of the CFC & make a difference in the community. 2. CFC assists others in need & the individuals contributing feel a sense of making a difference in the community.

Francine M. Palacio, USPS: 1. Excellent work, lots of fun! 2. CFC makes an easy means through payroll deduction of making charitable contributions.

John Dean, National Voluntary Health Agencies of CA (Community Health Charities): 1. This was an exciting event to be associated with. The people coordinating the event were outstanding. The ideas were creative & in the end very scary! 2. CFC gives Federal employees an opportunity to choose their favorite charity to whom to give. Also it helps to build community, getting people involved, sharing their time, talents & treasure!

Rhonda Durrah, L.A. County: 1. I thought it was very interesting, organized, educational, & fun! 2. CFC educates.

The *Ship of Horrors* in San Pedro was a tremendous success! The Kickoff event, from 5 to 10 P.M. on October 1 & 2 attracted more than 650 people by 7 P.M. Saturday when visitors continued to wait patiently in line for entry. Kudos to **Jerry Snyder, USCG** Public Affairs Officer & Chair of the CFC Publicity Committee, & the many inventive volunteers who created the *Ship of Horrors*, which both entertained & educated about the CFC's role in helping deal with social problems!

SUPPORT YOUR COMBINED FEDERAL CAMPAIGN



Military Focus

Seal Beach Change of Command

In an August 26, 1999, ceremony Navy Captain Thomas Bernitt turned over authority to Captain Paul Bruno. Captain Sam Tangredi, *Head, Strategy & Concepts Branch, Office of the Chief of Naval Operations*, was the guest speaker. First commissioned in 1944, the Naval Weapons Station, Seal Beach, is the Navy's primary West Coast ordnance storage & loading installation, loading or unloading about 100 ships annually. Seal Beach employs 120 active-duty Navy personnel & 430 civilians. Seal Beach partners with the Fish & Wildlife Service to maintain part of its acreage as a National Wildlife Refuge for five endangered bird species.

POW-MIA Recognition Day

The West Los Angeles Healthcare Center, Department of Veterans Affairs, sponsored this event during the morning of September 17, 1999. Secretary of the Army, The Honorable Louis Caldera, was the Keynote Speaker.

Farrell Chiles honored again

After congratulating Mr. Chiles, Chief, Human Resources Division, 63d Regional Support Command, Los Alamitos, & a 1999 FEB Leadership Associates Program graduate, in our last issue, kudos are again in order for his receiving the U.S. Army's Military outstanding volunteer service medal.

Marines close 2 Orange County Bases



In a July 1999 ceremony closing the El Toro & The Tustin Air Stations, assistant Marine Corps Commandant, General Terrence Duke, remarked, "As I

stand here this day, I will ever with pride - pride in the accomplishments of all of those Marines, their families, their supporters who for decades have been part of this base and what it has done." Most of the aircraft were transferred to Miramar, 60 miles to the southeast. Budget cuts caused the two closings.



Coast Guard & Y2K

Our Coast Guard colleagues are actively working to prevent Y2K problems in U.S. ports, including Los Angeles and Long Beach. Although ports will remain open when the calendar turns to January 1, 2000, ships with unprepared computer systems may be barred from our harbors, in the interest of safety. Possible risks include collisions, oil spills, & traffic jams. The Coast Guard has conducted worst-case simulations of oil spills, cargo vessel engine failure, & telecommunications problems in conjunction with commercial companies as part of its planning & preparation. In addition to maintaining a data base of vessels' Y2K plans & compliance, the Coast Guard has outlined its port plans & has presented its guidelines to the United Nations, in the hope that other countries will adopt them. The Coast Guard's role in keeping port commerce moving safely & in licensing all U.S. merchant ship personnel is less familiar than its search & rescue operation, but equally important.

Locally, the Coast Guard partners with the Marine Exchange, a not-for-profit company tracking & coordinating port commerce since 1923, to operate the San Pedro Vessel Traffic Center (VTC) whose aim is to prevent disasters, like the 1989 Exxon oil spill in Alaska. The VTC radar tracks an average of 400 ships during peak periods in an arc area extending 25 miles from the coast from Malibu to San Clemente. Coast Guard Commander Chet Hartley, Chief of Port Operations and holder of a computer science degree, thinks there is much potential for Y2K problems on the sea lanes & noted, "Our major mission is to make sure there are no surprises out there. For the most part, our people advise...But if we see a vessel operating erratically, we have the authority to shut it down, even if that means boarding it."

It is good to know that, while the rest of us party in the New Year, the Coast Guard will be on the job in our Year Guard the ports



ADR: \$2.5 Million in Local benefits

For what do the letters ADR stand & how may they soon affect you, as a Federal manager? An acronym for **Alternative Dispute Resolution**, ADR refers to various informal techniques, such as **Mediation**, used to create solutions to conflicts. ADR *always* uses much less money & time than formal outcomes, like litigation. Unlike court cases, ADR results in a WIN-WIN ending for the parties. A neutral third party, such as a Mediator, does not decide who is right or wrong & has no authority to impose a settlement on the disputants. Instead, differences are jointly explored in an attempt to reconcile them & develop a negotiated settlement.

Under the revised Regulations Concerning Federal Sector Equal Employment Opportunity (EEO), 29 CFR Part 1614 (see www.eeoc.gov), published by the **Equal Employment Opportunity Commission** (EEOC) effective November 9, 1999, all Federal agencies are required to establish or make available an ADR program during the EEO pre-complaint & formal complaint processes. Agencies with limited funds & resources may use the services of another agency, a volunteer organization, etc. to make available an ADR program. If an agency offers ADR in a particular case, an aggrieved party has little to lose by trying it. Both participating in the process & accepting any negotiated agreements are voluntary. All ADR proceedings are confidential. If the process does not achieve resolution, the EEO reports state only that ADR was unsuccessful.

How did the **EEOC** arrive at this point of requiring an ADR program of all Federal agencies? A 1993-1994 pilot program resolved 52% of charges submitted to Mediation, the form of ADR the EEOC has adopted. Realizing Mediation cuts costs & processes cases more expeditiously, the **EEOC** obtained Congressional support through 1996 legislation allowing pro-bono mediators & through a \$13 million FY 1999 budget to expand the Mediation program. Even without specific Congressional funding for Mediation, almost

2500 mediated resolutions in FY 1997 and FY 1998 resulted in almost \$30 million in benefits.

What have some of the participants said about the **EEOC** Mediation program? On the employer side, Mike Godfrey, Senior Vice President and General Counsel of FINA, stated, "I was very satisfied with the process...The outcome was far better than anything that could have been obtained through administrative proceedings." On the employee side, Julia Carter of the Arizona Center for Disability Law, indicated, "I have been involved in four separate mediations conducted by the **EEOC**. I think the process is effective & efficient, particularly when an employee is still employed by the respondent." Another management representative noted a one-day time frame & a 70% resolution rate as pluses.

In February 1999, at the **EEOC National Mediation Week**, Vice President Gore remarked: "Mediation can make a critical difference for everyone involved. Employers find that faster resolutions lead to better working environments - which increases employee morale & improves the bottom line. Employees find that they can discuss their concerns freely & openly, & find a fair resolution for their workplace problems." **EEOC** Chairwoman, Ida Castro, said, "Why am I saying it's a wonderful program? Mediation really offers the best of two worlds to both of our parties: it brings them together in a room with someone who is knowledgeable, someone that will bring the parties into a conversation...It's a fair & efficient process, it is least costly, & more importantly, everybody wins & that's why I am so happy that we are at the point where we are right now where we can go nationwide with a program that has proven to be so efficient."

An example of a local effort, in the San Diego area, is the EEOC contract for case mediators with the non-profit San Diego Mediation Center, which resolves 80% of the 2000 annual controversies it handles. Each mediator has at least five years mediation experience, training in EEOC issues, & experience as the lead mediator in employment cases.

Doug Herrera, the EEOC ADR Program Manager in Los Angeles, shares this, "Federal employers are increasing their participation. The **US Postal Service**, the **Navy**, and the **Forestry Service** are among the leaders." For those of you who are wondering about the \$2.5 million in the above headline, your waiting is at an end. In FY 1999 in Southern California & Nevada alone, 300 successful mediations occurred with \$2.5 million in benefits. For more information, Doug may be reached at 213 894 1030, e-mail DOUGLAS.HERRERA@EEOC.GOV, fax 213 894 8385.



Condolences

Our local Federal community sends deepest sympathy to the family, friends, and co-workers of Joseph Santos Iletto of the United States Postal Service who was senselessly slain while delivering mail in Chatsworth in August. A Los Angeles resident for 27 years, the Philippine-born Iletto, 39, was warmly remembered as a selfless person with a strong work ethic, who excelled at chess and enjoyed basketball in his free time.



To the US Postal Service! A Consumer Federation of America poll found the American public is pleased with the USPS as the regulated, governmental body it now is. When asked if the USPS should be allowed to raise the price of a first-class stamp without independent commission approval, 77% of those surveyed said no. Concerning USPS advertising mail, 76% expressed irritation at the amount of such mail they receive. Older people and those with higher incomes and educations were the most bothered by the

DID YOU KNOW?

You & your family can tour **Camp Pendleton & Edwards Air Force Base!**

About 25,000 Marines & a small herd of buffalo are stationed at **Pendleton**. If you ask the sentry for a map, you may take a self-guided tour, avoiding the firing ranges, of course. Group tours, which may include slide shows, equipment inspections, & the "best *Marine Corps* chow in the US" are conducted by enlisted personnel & officers. Call 760 725 5569 or 760 725 5710 for information.

At **Edwards AFB**, you may also tour **NASA Dryden Flight Research Center's** hangar & planes, e.g., Bell X-1E, Monday - Friday at 10:15 A.M. & 1:15 P.M., except on holidays or when the shuttle lands. Call 661 258 3460.

The **Edwards** tours are on most Fridays at 10 A.M. Call 661 277 3510 or 661 277 3517 early for reservations, as space is limited. Because the base is so huge (over 300,000 acres), the tour is by bus & includes the test pilots' school, the flight line, & the dry-lake runway (over seven miles long). You may see a C-141 Starlifter, an F-16, or an X-15 replica. Because the world's fastest aircraft are tested at Edwards, the base, which is over 50 years old, controls 20,000 square miles of air space.

EXPLORING THE WEB

www.lacfc.org outstanding site on the Combined Federal Campaign
www.govexec.com from Government Executive Magazine
www.fedforce.com an Online service for Federal Employees
www.federaltimes.com from the independent weekly, Federal Times
www.ed.gov/free/ Federal Resources for Education from 35 agencies
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www.7woman.gov US Dept. of Public Health info from over 1000 sources on women's health
www.Year2000.com addresses Y2K conversion issues, products, etc.
www.doi.gov/octc Dept. of Interior award-winning site on career mgt.

A Pessimist sees the difficulty in every opportunity;
an optimist sees the opportunity in every difficulty.

Sir Winston Churchill