

# BAD BOSS VS. INSPIRATIONAL LEADER



: FMA Welcomes  
: New Members!  
: **14**

: FMA's 2024  
: Legislative Agenda  
: **18**

**TOGETHER, WE CAN REWARD YOU  
FOR REACHING YOUR HEALTH GOALS**



**BlueCross.  
BlueShield.**

Federal Employee Program.

**fepblue.org**



Since 1913, FMA has been a passionate advocate for excellence in public service through effective management, and a forceful champion of its members' legislative agenda.

[www.fedmanagers.org](http://www.fedmanagers.org)

**FMA Magazine Staff**

**Publisher**  
Craig Carter

**Editor**  
Todd V. Wells

**Contributor**  
Greg Stanford

**Advertising**  
Todd V. Wells

Graphic Design and Production  
digit design

**FMA Executive Board**

**National President**  
Craig Carter

**National Vice President**  
Ronald R. Gryga

**National Treasurer**  
Christine C. Parker

**National Secretary**  
Chris Lombardi

**Region 1 Director**  
Jeremy Barton, Sr.

**Region 2 Director**  
Jason Rossman

**Region 3 Director**  
Peggy Hatcher

**Region 4 Director**  
Vincent Stamper

Annual Subscription Rate: \$30  
Single Issue Rate: \$8.50

**Advertiser/Subscription Inquiries**

The Federal Manager  
1641 Prince Street  
Alexandria, VA 22314-2818  
Tel: 703.683.8700  
Fax: 703.683.8707  
E-mail: [info@fedmanagers.org](mailto:info@fedmanagers.org)  
[www.fedmanagers.org](http://www.fedmanagers.org)

**Article Submission**

All materials submitted to The Federal Manager should pertain to public service managers. Copy should be double-spaced and no longer than 10 pages. High resolution 300 dpi, color images in JPG or TIF format, as well as charts, or illustrations in EPS vector format, should be included if possible. Text should be submitted by email or on compact disc. Please also include a biography of the author.



**COVER**

**6**

# BAD BOSS VS. INSPIRATIONAL LEADER

**From Our President 5**

FMA Members Convene in Washington, DC

**Achievements 14**

FMA Welcomes New Members!

**FMA at Work 18**

FMA's 2024 Legislative Agenda

**Capital Insights 22**

**Meet Your Legislators 24**

U.S. Senators  
Casey and Hagerty

**Did You Know 30**

Tracing the Evolution of the Department of Labor

**Retirees 34**

Retirement Matters

*Corporate Partners:*







FMA-FEEA  
SCHOLARSHIP  
FUND



# DONATE TODAY!

**SUPPORT THE FMA-FEEA SCHOLARSHIP FUND!**

*FMA members and their families are eligible to apply for scholarships to help with higher education costs. One application will place the applicant under consideration for both FMA scholarships and FEEA scholarships!*

*Contributions are needed! You may make individual contributions, or Chapter contributions. Chapters might consider holding fundraisers and making contributions in honor of an individual for special recognition.*

*For more information, visit: **FEDMANAGERS.ORG/SCHOLARSHIPS***

*All donations are tax deductible.*



*From Our President...*

## **FMA MEMBERS CONVENE IN WASHINGTON, DC**

FMA family, I hope you are all doing well.

FMA is off to a great start in 2024. As your National President, I was proud to oversee our 86th Annual National Convention and Management Training Seminar, March 24-27, at the Hilton Old Town in Alexandria, Virginia. On Sunday, March 24, delegates checked in and then attended an evening Open House reception at our National Office, which is located just one block from the hotel. Earlier that morning, the National Executive Board (EB) and National Office Staff met for the day, conducting business, and making final preparations for the convention. For the last 90 minutes of the EB meeting, each chapter's president or voting delegate was invited to attend the board meeting and share news about their chapters, or other concerns. Monday morning started with opening ceremonies. FMA National Officers then gave their reports. Next, we addressed business matters, including discussion and voting on a resolution that would allow Associate members to hold positions up to Vice Regional Director. We then broke for lunch.

The four public shipyard chapters sponsored the lunch on Monday. We were honored to hear from Rear Admiral Scott Brown as our esteemed guest speaker. After lunch, we reviewed the 2024 FMA Issue Briefs to be discussed with our members of Congress on Wednesday for our "Day on the Hill." Director of Government Affairs Greg Stanford provided an update on the legislative successes FMA has had over the past year, and the expected challenges for the coming year. Chapters then broke into their respective regional breakouts to discuss business and for Regions 1 and 3 to hold elections. Everyone returned to the main meeting room once again with the regions reporting on matters of importance. It was a very productive day.

On Tuesday, we conducted a half-day of training under the theme of "Integrating Objectives, Opportunities and Resources." Much of the training centered on the changing nature of the federal workforce, and the informative sessions helped all of the managers in attendance grow professionally. On Wednesday, we met with our Congressional representatives' staffers on Capitol Hill. This day is always the highlight of the convention because we get to present our Issue Briefs and other concerns to our elected leaders, advocating for federal managers. On Wednesday

night, we concluded this year's convention with the closing evening reception. At that time, your newly elected officers were sworn in to perform the duties of their newly elected positions and we then discussed the conversations we had had with our representatives on Capitol Hill earlier that day.

I want to thank everyone who took time away from their families and daily lives to attend this great event and to advocate on every FMA member's behalf.

On other matters, while we received a 5.2 percent raise in January of this year, the largest feds have received since 1980 (a 9.1 percent increase), there is still a 27.5 percent difference between feds' pay and the private sector. In late January, Representative Gerry Connolly (D-VA), and Senator Brian Schatz (D-HI), once again introduced the FAIR Act, which would provide feds with a 7.4 percent increase for 2025. FMA has strongly endorsed this legislation. The joint press release from Rep. Connolly and Sen. Schatz on introduction of the bill included a quote I gave on behalf of FMA, endorsing their important legislation.

Additionally, Congressman Derek Kilmer (D-WA) proposed the Federal Retirement Fairness Act, which was introduced a few months ago and included a quote from Chapter 14 (Puget Sound Naval Shipyard) President James Cappa on behalf of FMA, endorsing that legislation. FMA endorses proposed legislation quite frequently in our own news releases, but when those endorsements are noted by our members of Congress in their press releases, that is really impressive for us as an association. This shows that the voice of FMA is as strong as ever with our elected representatives in Washington, D.C.

As always, thank you for your continued support of our men and women of the armed forces, your commands/agencies, your communities, the FMA and the United States of America. ●

Sincerely,

Craig Carter  
FMA National President

# **BAD BOSS VS. INSPIRATIONAL LEADER**





By Joe Schumacher

There is nothing more demeaning, demoralizing, or destructive to team morale than a coffee-sipping, donut-eating, hovering boss in a formal leadership role. A woodenheaded boss-bureaucrat is the antithesis of a transparent, collaborative, and transformational-servant leader. A boss is tone deaf to the best practices of leadership typically viewing team members purely as a commodity, with the work product to be painfully extracted from drone workers until each is churned and burned into disposable waste. They just cannot understand that intelligent people make up most teams.

An inflexible boss cannot put to work the best practices of leadership because the soft stuff is the hard part of successful leadership. Bosses have a predictable, cookie-cutter sameness no matter the job. They check up on people while a leader checks in; a boss relishes counting heads while a leader ensures everyone counts; a boss is happy reading spreadsheets while a leader is an expert at reading people; a boss sees disparate dots where a leader connects dots. If you're in a leadership role, you're in the people business. Real world leadership is about achieving the mission while making team members matter.

A boss takes more than their share of the credit and less than their share of the blame. There are no shades of gray between boss and leader as each is a universe apart in workplace behavior and how to value people. A transactional boss loves to misuse the slide rule and stopwatch to measure human movement and mechanical routine. Even the term "boss" possesses unsavory connotations.

Why then, is working for a crummy

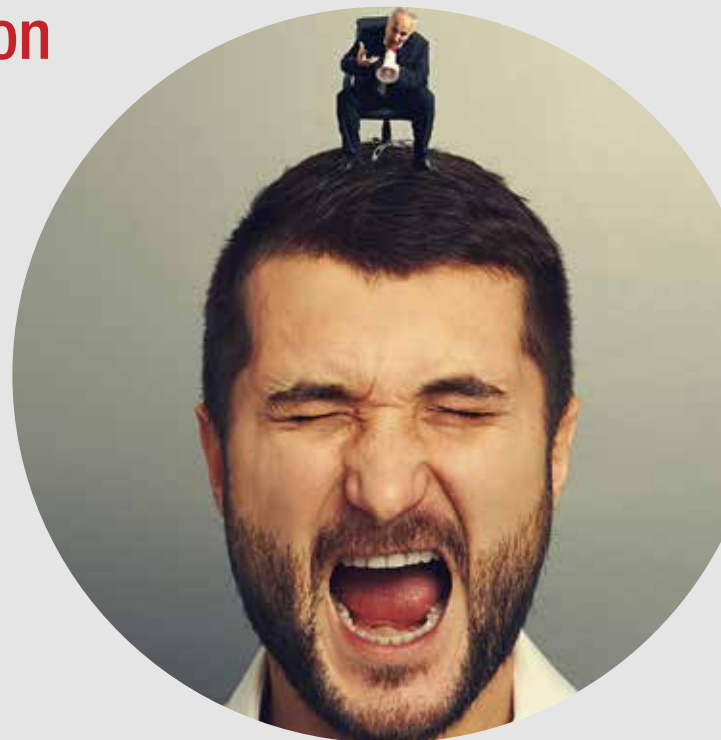
.....

**If you're in a leadership role, you're in the people business. Real world leadership is about achieving the mission while making team members matter.**

.....

boss an extraordinary gift, especially to a high achiever or emerging leader? Because through observation, we learn how not to treat people and in subsequent years, often thinking back to that boss' behavior and how s/he might handle the leadership situation we're now facing. Then, to ensure success – we simply do the opposite. Smart leaders learn from the mistakes of others while a crummy boss learns only through the pain of reversals, mistakes, and defeats. A boss needs a viewfinder to see the word "team."

Any boss can coerce team members to show up for work; an inspirational leader provides the necessary and sufficient conditions for all to want to show up to do their best work, and then come back the next day and do it all over again.



.....

*continued on next page*

## A Short Survey About Awful Bosses

Two of five bosses have questionable ability to lead

Less than one-half of bosses can instill trust in team members

Only one in seven bosses is someone that followers see as a potential role model to emulate

40% of bosses have “ego” problems (e.g., feel threatened by talented team members, need to act superior, won’t share the limelight, etc.)

Most team members would fire their boss if possible

**You are Invited  
to use the FMA Member discount to get  
FEDS Professional Liability Insurance**

**\$10 Discount Code: FMA@Work**

Today's federal managers simply can't afford NOT to have FEDS Protection.

*Do you know your agency will reimburse up to half the cost of this insurance? This is a benefit you should not ignore since your premium could be as low as \$140 per year with agency reimbursement and the FMA discount.*

*Do you know FEDS does NOT charge an additional \$100 for manager EEO/EPLI coverage? Since claims of harassment, discrimination, retaliation, and whistleblower reprisal are risks inherent to federal managers, unlike other carriers, FEDS considers these exposures part of the job and will not charge you additional premium.*

*Do you know FEDS is endorsed and recommended by FMA? FEDS understands how critical it is to have experienced, tenacious, and objective legal counsel to defend the sensitive matters involving today's federal managers.*



**Enrollment takes just 5 minutes!**  
**Call 866.955.FEDS or**  
**ENROLL ONLINE NOW**



Many folks covet leadership positions often for off beam reasons. However, upon arrival, they're surprised and confounded by the challenge of the undertaking and equally by their inability to inspire others. Their "giftedness" should be enough. Why then, are so many folks who jostle to occupy a leadership position clueless about establishing leadership standing by earning respect and building trust? Because a boss frets about what others need to do (command and control), while successful leaders focus on what they personally need to do. A boss has no idea that leadership is a social commodity and community activity and both moral authority and trust must be earned. Without integrity and trust, there is no reciprocal trust, no workplace covenant, and no high-performing team.

Passion and extraordinary devotion to best practices are the hallmark of successful leaders. Successful leaders have a voracious appetite to make the best practices of leadership operational. They are also extraordinarily adept at applying a massive dose of commonsense to problems and



challenges. Anyone can master simple process, such as converting input to output (efficiency), but not necessarily valued output (effectiveness), and certainly not with a humane touch (compassionate leadership). This is why the practice of leadership is frighteningly unfamiliar to a boss. Thus, the traits of successful leadership are anathema to the anesthetized boss who cluelessly believes that lofty rank and fluffy title carry attendant credibility and lasting respect. A boss, in a hurry to get to the top via rank, title, and admiration, is unknowingly in the poll position of a harried race to the bottom. What the snobby boss covets, the uncommon leader snubs.

Sitting at the head of a cherrywood conference table does not perfunctorily grant the chair dweller leadership status. They are, nonetheless, mere occupants of leadership positions and imposters temporarily camouflaged by title, structured bureaucracy, and officialdom.

They harbor an anointed mindset and see themselves as a reflection in a funhouse mirror where power and influence are disproportionately enlarged by rank and title. Conversely, leadership is a deeply human,

emotional process wholly foreign to a boss. If you are in a leadership role, you are in the full-time people business so don't expect a quieter life during your tenure. Here are the disastrously false assumptions a crummy boss makes about good people:

- ✓ **Core needs of team members are simple maintenance factors**
- ✓ **Team members should be grateful just to have a job**
- ✓ **Team members are viewed as chattel and vassalage**
- ✓ **Team members possess low talent**
- ✓ **The boss knows more about any job than the person doing the job**
- ✓ **Team members are perpetual, troublesome whiners**

A boss occupies the far side of the leadership universe and has it all wrong – leadership is not about where you sit at the conference table, what office you occupy, what title you hold, or even being in charge. Leadership is a state of mind and the world's most powerfully invisible force.

*continued on next page*

.....

**Successful leaders have a voracious appetite to make the best practices of leadership operational. They are also extraordinarily adept at applying a massive dose of commonsense to problems and challenges.**

.....

## Blind Spots in the Boss' Peripheral Vision

Must be right

Must feel superior

Knack to irritate others

Enjoys own anger

Dreads rebuff

Assumes a leadership capacity

## The Bad Boss Stiff Arm

Micromanages and hovers about

Withholds information

Seldom burns shoe leather and walks about

Provides little 1:1 guidance to team members

Provides few examples of what success looks like

Fails to celebrate team success

Adores command and control



big stuff to them and me). A leader uses first names, chitchats in the hallway<sup>1</sup>, and includes these folks in “all-hands” meetings. The typical boss ignores them while the successful leader thanks them for their contribution, asks their opinion related to “what should we start, stop and continue to do?,” and compliments them on their work. This behavior is natural for a leader – and noticed by everyone. ●

.....

**A leader knows that respect is earned one deliberate or even random act of decency at a time.**

.....

Leadership is about soft skill over hard title, influence over supremacy, persuasion over force, people over paperwork, human interactions over mechanics, dynamic over static, and character overall. A leader knows that respect is earned one deliberate or even random act of decency at a time – so they quickly go about earning respect and attendant trust by intuitively behaving diametrically opposite that of a bad boss.

To conclude, leadership is a full-time job, thus every leader is circumspectly watched. Team members observe how their manager treats others – particularly those of lower job status such as the front desk admin, the kitchen crew, and the janitorial staff. “Lessors” – those with no formal power to help or hurt us – are not corporate steerage or organizational chattel. Like all of us, they crave to be recognized as a contributor to the greater team effort and that their work makes a difference (keeping the restrooms tidy is

---

*Joe Schumacher is a retired Training Program Director with the Office of Personnel Management’s Western Management Center where he designed and delivered leadership programs. He is a graduate of the Leadership for a Democratic Society Program at the Federal Leadership Institute. Joe is also a former Fire Chief from the west side of Denver and has ten years’ experience as a director with a high-tech company north of Denver that manages much of the nation’s 911 database. Joe is a U.S. Army veteran serving at Ft. Campbell, Kentucky, and Nuremburg, Germany. He published over eighty leadership and administrative management manuscripts, and delivered hundreds of leadership workshops. He can be reached at jayarvadaco@gmail.com.*



1 Purposeful chitchat and mingling are legitimate and valued leadership activities, and are just a few of the many small and seemingly insignificant daily acts that contribute to greater leadership respect and success.



# Take Advantage of Your FMA Membership Perks!



Visit [www.fedmanagers.org/perks](http://www.fedmanagers.org/perks)



## GPIS — Benefits & Retirement Services

The professionals at Gott Professional Insurance Services offer FMA members free federal Benefit and Retirement training classes for both regional and chapter meetings, in addition to free one-on-one personal analysis reviews. Visit [www.gpis4u.com](http://www.gpis4u.com) today!



## BlueCross BlueShield Health Insurance

The Service Benefit Plan proves there is more to your family's health and wellness than benefits and premiums. Check out all the BCBS Federal Employee Program has to offer you as a fed by visiting [www.fepblue.org](http://www.fepblue.org) today.



## Start Hearing Benefits

In addition to your discounts on hearing aids, you and your family members can take advantage of: FREE annual hearing consultations; up to a three-year supply of batteries; one year of FREE office visits; 60-day trial period; FREE deluxe warranty plan; and financing plans. Save hundreds of dollars! Visit [www.starthearing.com/?st\\_source=FMA](http://www.starthearing.com/?st_source=FMA)



## Professional Liability Insurance

Federal Employee Defense Services provides insurance services to the federal community when accused of misconduct or wrongdoing in the course of rendering a professional



service. When joining at [www.fedsprotection.com](http://www.fedsprotection.com) be sure to note your affiliation with FMA. Use FMA's \$10 Discount Code: **FMA@Work** to save. You can't afford to not have it!

## American Military University

Thanks to American Military University, federal professionals can benefit from high-quality, affordable, career-relevant education through 200+ online degree and certificates. FMA members enjoy a 5% Tuition Grant, a Family Member Tuition Grant, and no-cost ebooks for undergraduate students. To learn how AMU proudly helps federal and state government professionals, including those in intelligence and security roles, achieve their higher education goals visit <https://tinyurl.com/amu-fma>.



## Shaw, Bransford & Roth Federal Employment Law

Shaw, Bransford & Roth (SBR) provides legal services to FMA Members. Members receive:

- Two free 30-minute phone consultations about legal issues concerning federal employment, retirement, or estate planning and taxation issues. The second consultation cannot be related to the first.
- Five percent discount for additional legal services if you choose to retain the firm of Shaw, Bransford & Roth.

To contact the law firm, please write to [hotline@shawbransford.com](mailto:hotline@shawbransford.com), or call 202.463.8400.



## Hotel and Car Rental

Take advantage of savings on hotels and car rentals at over 30,000 worldwide locations! Book your next trip through the FMA portal at [www.fedmanagers.org/travel](http://www.fedmanagers.org/travel).



## FMA-FEEA Scholarship Fund

The Federal Managers Association has awarded academic scholarships to deserving candidates for more than two decades. All FMA members, dependents, and spouses are eligible for FMA scholarships. Visit <https://feea.org/our-programs/scholarships> for more information.



Support the Scholarship Fund with a donation at [www.feea.org/givefma](http://www.feea.org/givefma).

## FMA Updates *The Federal Manager*

Members receive a free subscription to FMA's informative quarterly e-magazine, which updates federal managers on management-related topics, professional development, and current or potential legislation affecting them.



## *The Washington Report*

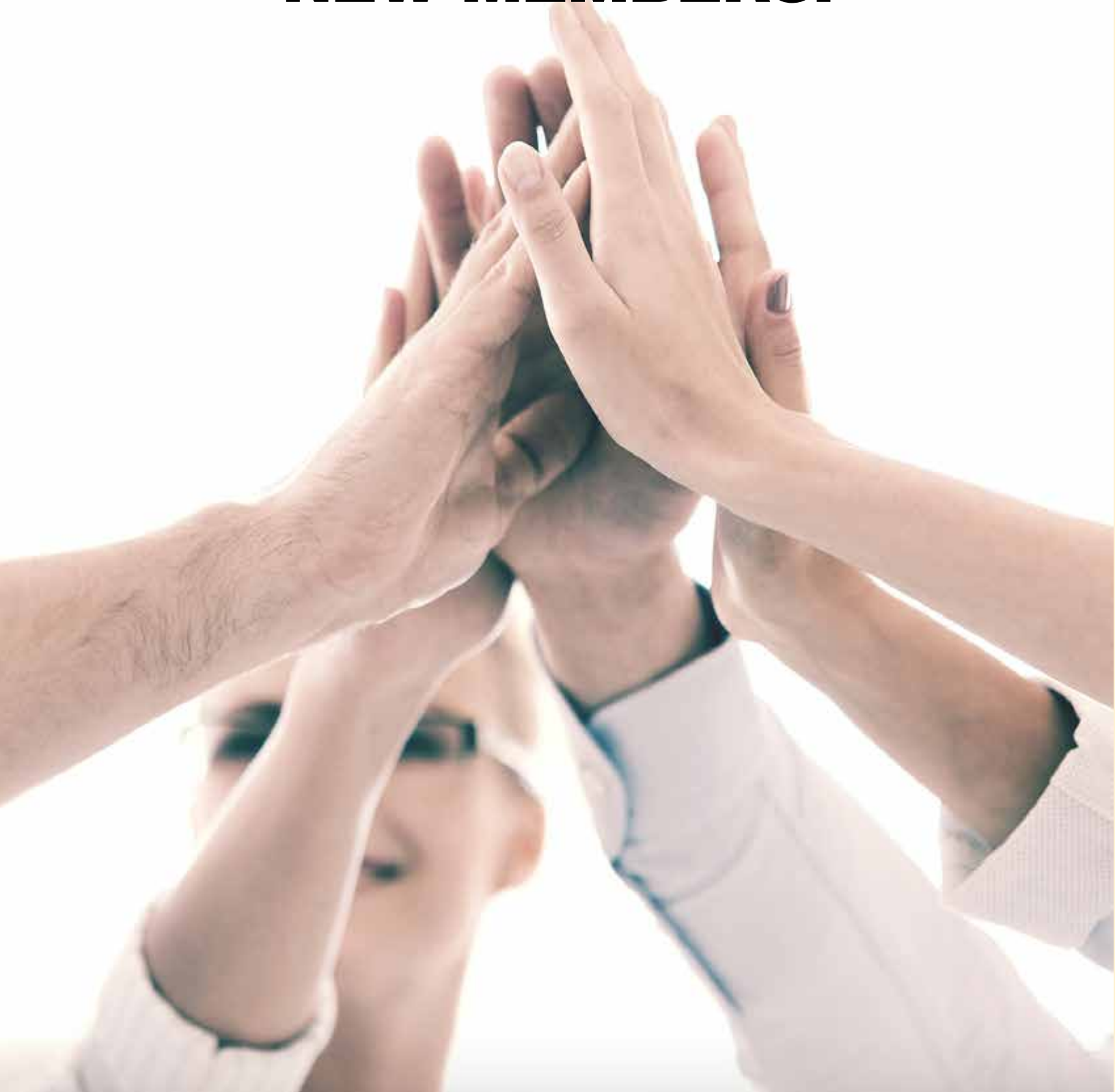
A must have for federal managers! FMA's monthly e-newsletter details the latest developments on Capitol Hill and other matters that affect your career.

## *FMA Grassroots Update*

This monthly e-newsletter alerts you to issues FMA recommends you address through action letters and calls to your elected representatives, as well as other strategies to protect your interests as a federal manager.

for a complete member perks listing!

# **FMA WELCOMES NEW MEMBERS!**



The Federal Managers Association welcomes its newest members who joined the Association in 2023. Whether you are a part of a chapter or a Member-at-Large (MAL), we look forward to working together to make your career as a federal manager the best that it can be.

We are pleased to report FMA held two successful membership recruitment campaigns, with numerous FMA members recruiting a diverse group of new members into our association. Of course, members are the lifeblood of any association, and we are very thankful to both the recruiters and new members for helping to keep the Federal Managers Association a force to be reckoned with, and well respected by Congress and the administration.

We hope your chapter is meeting in-person, or utilizing Zoom, Teams, or another virtual meeting program, to meet regularly. It is vital that the FMA National Office hear from our chapters to ensure we know what is happening in the field. We cannot be of assistance if we are unaware of issues you and your colleagues are confronting. Please let us hear from you.

**One by One** – If every FMA member recruited just one person to join our association each year, just think of how much stronger

federal managers’ voices would be before leaders in Washington, D.C. Please invite your colleagues who are not already members of FMA to join today. If you need membership brochures to share, just give us a call at 703.683.8700, or write to Todd Wells at [twells@fedmanagers.org](mailto:twells@fedmanagers.org). Or you can always download membership recruitment materials at: [www.fedmanagers.org/kit](http://www.fedmanagers.org/kit). If you have not already provided the FMA National Office with your personal e-mail address and cell phone number, or you would like to update your contact information, please do so to take full advantage of the offerings of the Association. You can update your contact information by clicking “Login” at the top right of FMA’s website: [www.fedmanagers.org](http://www.fedmanagers.org). If you need assistance with your membership number, just shoot us an email at [info@fedmanagers.org](mailto:info@fedmanagers.org).

Thank you for supporting the work of FMA. Your membership means your voice is joined with thousands of other federal managers to ensure you and your colleagues’ concerns are voiced before Congress and the administration. Team FMA is looking out for you. **Welcome!** ●

## Region 1

**Jeremy Barton, Sr., Director**

[jbartonfma@gmail.com](mailto:jbartonfma@gmail.com)

Chapter	New Member	Recruited By	Chapter	New Member	Recruited By
6	Joshua Asselin	Jason Sargent	6	Jason Saucier	Jared Avery
6	David Burrell	Jeremy Barton	6	Jennifer Sprusansky	Jeremy Barton
6	Bradley Castine	Stephanie Castine	6	Lynn Turcotte	David Mehrtens
6	Edward Cave	Jeremy Barton	41	Jann Blevins	Ken Puller
6	Dustin Coy	David Mehrtens	41	Michael Handsom	Ken Puller
6	Edwin Dobson	Jeremy Barton	148	Laura Cains	Shawn Hartley
6	Michael Green	Jeremy Barton	148	Bridget Wilson	Shawn Hartley
6	Brandon Guivens	Jeremy Barton	198	Joel Moreno	Lynda Diamond
6	Kerri Henchey	Theresa Trafford	208	Leonard Newton, Jr.	John Charalabidis
6	Edward Jokilehto	Brittany Goodwin	213	Eweyn Hinds	Robert Weller
6	Jon LeBlanc	Pelchat	213	Rebecca Keough	Eric Betz
6	Justin Marchand	Jeremy Barton	213	Kwadwo Ofori	Eric Betz
6	Brian Matthews	Jeremy Barton	213	Michael ScottodiClemente	Eric Betz
6	Matthew Newcomb	Jeremy Barton	213	Robert Weller	Edwin Renard
6	Tom Parker	Jason Sargent	228	Abhishek Lahiri	Sy-Mau Vines
6	James Proulx	Tom Chase	234	Michele Menard	Kari Salvador
			234	Olga Trindade	Kari Salvador
			MAL	Dennis Bell	FMA Website
			MAL	Filomena Mealy	FMA Website
			MAL	Robert Reilly	FMA Website

*continued on next page*



# ACHIEVEMENTS



## Region 2

### Jason Rossman, Director

[jasonrossman@verizon.net](mailto:jasonrossman@verizon.net)

Chapter	New Member	Recruited By
3	Tashamee Alston	Cheryl Davis
3	Genard Bell	Eric Clarke
3	Benjamin Blagg	Sabrina Peet
3	Barbara Boynes	Camille Sorenson
3	Steven Brashears	Eric Clarke
3	Ryan Bruton	Jeris Smith
3	Thomas Clark	Andrew Teller
3	Francis Cobbs	Jessica Younger
3	Billy Colbert	Vincent Murphy Sr.
3	Bradley Davis	Sabrina Peet
3	Sade Donald	Brenda Cook
3	Zoe Finke	Jessica Younger
3	David Francis	Eric Clarke
3	Roy Gilbert	Sabrina Peet
3	Brian Hackney	Jason Rossman
3	Brian Harris	Tamika Dillard
3	William Haydu	Damian Arias
3	Diana Hicks	Jason Rossman
3	Roslyn Horn	Tywanda Hall
3	Kimberly Marie Kautz	Sabrina Peet
3	Cathy Lam-Moore	Jeris Smith
3	Tiffany Mack	George Mack

Chapter	New Member	Recruited By
3	Lakil Mayes	Jeris Smith
3	Tiesha McFarland	Kelly Brownson
3	Ashleigh Miller	Craig Carter
3	Russell Murphy	Jeris Smith
3	LaSheena Parker	Tywanda Hall
3	Bianca Poe	Kelly Brownson
3	Jerna Puryear	Jeris Smith
3	Alicia Rodgers	Larry Williams
3	Thomas Rumble II	Jessica Younger
3	Arriel Shavers	Kelly Brownson
3	Tanya Sparrow	Tracy Robinson
3	Christopher Steele	Craig Carter
3	John Swanner	Jeris Smith
3	Tiffany Trotter	Jeris Smith
3	William Tuttle	Craig Carter
3	Valeriann Umstetter	Cathy LamMoore
3	John Vincent	John Boyd
3	Delicia Whitehead	Shauna Jones
3	Wayne Woody	Desiree Manley
3	Kristin Wyatt	Jeris Smith
3	Carter Yeingst	Jessica Younger
11	Karla Blaise	David Valentine
11	Sharon Maurosa	David Valentine
11	Tabitha Quiggle	David Valentine
21	Rodney (Rod) Kirkland	Joanna Quesinberry
186	Susana Blanco	Alfonso Gristina
186	Lisa Kelly	Kathleen Herr
MAL	Jesse Barth	Advertisement
MAL	Donald Hall	FEDSprotection.com
MAL	Thomas Page	Colleague

## Region 3

### Peggy Hatcher, Director

[pvhatcher@gmail.com](mailto:pvhatcher@gmail.com)

Chapter	New Member	Recruited By
19	James Andrade	Varney Range
19	Andrew Ching	Thomas Chow
19	Matthew Lund	Varney Range
19	Patrick Morrissey	Varney Range
34	Sheila Lawrence	William Patton
34	Kelly Sandmann	Lynn Watts
34	Lynn Watts	Brad Rutledge
125	Francisco Hinojosa	MaryAnn Hinojosa
125	Jodie Mendez	Marie Franco
125	Brolin Nero	Peggy Hatcher
125	Matthew Smith	Marie Franco



# ACHIEVEMENTS

Chapter	New Member	Recruited By
187	Andrew Ball	Balbino Barrientos
187	Martin Kaslauskys	Andrew Ball
187	John Navasca	Andrew Ball
187	Sandra Richardson	Russell Reynolds
375	Farah Martinez	Mike Beedle
375	Elizabeth Nightingale	Mike Beedle
375	Gregory Rudloff	Mike Beedle
375	Julianne Socha	Mike Beedle
MAL	Alonzo Garza Jr	FMA Website
MAL	Christopher VanSickle	FMA Website

Chapter	New Member	Recruited By
14	Joshua David	Travis Mickey
14	James Dizon	Jerry Grose
14	Aldrich Griffin	Trace Grose
14	Jennifer Herbig	Lene Langdon
14	Benjamin Kirscher	Travis Mickey
14	Leigh LaMarr	Roger Graves
14	James Lloyd	Kristen Marion
14	April Lynn	Nichole Sawyers
14	John Morrow	Travis Mickey
14	Nathan Peterson	James Cappa
14	Erica Sierra	Jerry Grose
14	Jelene Thompson	Nichole Sawyers
14	Bridget Twogood	Katina Hamilton
14	Erin Wells	James Cappa
14	Joshua Young	James Cappa
143	Teya Daniel	Greg Brooks
167	Thomas Doyle	Brian Joseph
MAL	Miguel Correa	FMA Website
MAL	Donrien Stephens	FMA Website
MAL	Dain Wilmarth	FMA Website ●

## Region 4

**Vince Stamper, Director**

[vcstamper@gmail.com](mailto:vcstamper@gmail.com)

Chapter	New Member	Recruited By
14	John Baynes	James Cappa
14	Darcy Buell	James Cappa
14	Ronald Cain	James Cappa
14	Ryan Cockrel	Travis Mickey



# SB &R

*Attorneys at Law*

## Client Focused Results Driven

We are a leading federal employment law firm focused on creating winning strategies for our clients nationwide. We provide legal services in the following areas: adverse actions, performance issues, security clearances, FOIA & Privacy Act litigation, and more.

As a member of FMA, you receive **two free 30 minute phone consultations** each year, as well as a **5% discount** on hourly rates.

Shaw Bransford & Roth PC  
1100 Connecticut Ave NW  
Suite 900 | Washington DC 20036  
[hotline@shawbransford.com](mailto:hotline@shawbransford.com)



# **FMA'S 2024 LEGISLATIVE AGENDA**





By Greg Stanford

This article introduces FMA's legislative agenda for the year. We outline FMA's Issue Briefs and take a selective deep dive into some of the issues we will work on, the legislative environment of the 118th Congress, the year ahead, and how you can help us accomplish our goals!

## FMA's 2024 Issue Briefs

Our 2024 issue briefs process began in November 2023, beginning with a Zoom meeting open to all FMA members to weigh in on what issues they would like FMA to pursue in the coming year. Next came in-depth discussions with FMA National President Craig Carter and FMA's Executive Board, before sending draft issue briefs to all FMA members for feedback and review in December 2023. In January and February 2024, we invited all FMA members to weigh in via email or phone and to join the government affairs staff on a Zoom meeting to discuss the issue briefs. The briefs were ultimately finalized in February 2024.

We have ten issue briefs for 2024, which marks the second session of the 118th Congress. We are proud to note up front that FMA has been extremely successful in getting members of Congress to introduce legislation addressing our issues. In fact, bills have been introduced reflecting elements of every issue brief we have. Our mission in 2024 will be to further advance FMA's legislative priorities through advocacy. The issue briefs are a guiding, living document that can be updated as circumstances and the legislative process dictates. As always, please be sure to stay in touch with the FMA National



Office about issues affecting federal managers that arise throughout the year and demand attention. You can reach me at [gstanford@fedmanagers.org](mailto:gstanford@fedmanagers.org).

Below are FMA's 2024 Issue Briefs:

1. Congress should pass all appropriations bills in a timely manner.
2. Congress should protect federal employees' compensation, health, and retirement benefits.
3. Congress should pass meaningful hiring reforms for the federal workforce, including expanding direct hire authority.
4. Congress should authorize capital investments across the federal government to restore and/or modernize facilities to meet their operational needs.
5. Congress should allow Federal Employees Retirement System (FERS) employees to make deposits for non-deduction federal service performed, in the same manner as Civil Service Retirement System (CSRS) employees and former military personnel.
6. Congress should pass legislation to enhance training, support, accountability, and reporting with respect to remote work and telework.

7. Congress should pass legislation to establish and fund initial and ongoing mandatory training requirements for all managers and supervisors across the federal government, and provide for a dual-track system to allow technical experts to rise without taking on management roles.

8. Congress should preserve due process for all federal employees and prevent a future return of Schedule F.

9. Congress should pass legislation to make cost-of-living-adjustments (COLAs) more accurate and fair, and allow FERS employees access to the Voluntary Contribution Program available to CSRS employees.

10. Congress should pass legislation to repeal or mitigate the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

In November 2023, the Federal Salary Council announced the pay disparity between feds and private sector employees rose to 27.5 percent, a greater than 3 percent jump from 2022. While feds received a 5.2 percent pay raise in 2024, the largest boost since 1980, the pay gap remains an issue FMA will focus on this year. In January 2024 Rep. Gerry Connolly (D-VA) and Sen. Brian Schatz (D-HI) reintroduced the Federal Adjustment of Income Rates (FAIR) Act (H.R. 7127 / S. 3688). This bill would provide for a 7.4 percent average pay raise in 2025. FMA swiftly endorsed the bills, and Connolly and Schatz quoted FMA National President Craig Carter in their joint press release upon introduction.

*continued on next page*

“Federal managers deserve to be treated with respect for their efforts and the work they have performed over many years,” Carter said. “Every job they hold and perform daily is because of a congressional mandate. It is not too much to ask that, in return, feds be given the ability to maintain a living wage that provides for them and their families. We are grateful for Congressman Connolly and Senator Schatz’s continued leadership on behalf of the entire federal community with the introduction of the FAIR Act. They are steadfast supporters of the workforce and FMA enthusiastically endorses the FAIR Act. We look forward to working with Congressman Connolly and Senator Schatz to build support for this important bill.”

FMA is also working to find a solution to challenges complicated by the federal pay cap, which has not kept up with the higher cost of living in many cities across the United States. If an employee is offered a promotion at a higher level,



.....

**We remain vigilant in guarding your hard-earned benefits, including proposed threats such as increased pension contributions, elimination of the FERS annuity supplement, elimination, or reduction of Cost-Of-Living-Adjustments (COLAs), and more.**

.....

with more responsibilities, but no corresponding salary increase, will they take on the new role? Many employees who are now capped are tempted to leave the government for the private sector where there is no pay cap. Last year,

Delegate Eleanor Holmes Norton (D-DC) introduced legislation aimed at helping to fix this growing concern. FMA supports the Federal Employee Pay Compression Relief Act of 2023 (H.R. 5171) to address this compounding problem. We also support proposals to remove the cap on Federal Wage System (FWS) employees as a vital way to retain good workers through better pay.

Another priority FMA will work on is improving the federal hiring process. We hear from our members, and on Capitol Hill, about the need to streamline and shorten the hiring process to help the government compete with the private sector. Just a few short weeks into the 118th Congress, the House of Representatives overwhelmingly passed the Chance to Compete Act (H.R. 159), bipartisan legislation introduced by Rep. Virginia Foxx (R-NC). The vote was 422-2. FMA endorsed this bill, which brings managers and subject matter experts in early in the hiring process. It replaces degree-based hiring with skills- and competency-based hiring. This important bill would give managers more tools and strengthen the competitive hiring process to help hire the best talent as quickly as possible for all agencies. The Senate has inexplicably not yet moved on this commonsense legislation, but FMA will work in 2024 to get the Chance to Compete Act across the goal line.

Thanks to hard work and persistence, another longtime FMA issue brief – full repeal of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) – is closer than it ever has been before to becoming a reality. Rep. Garret Graves (R-LA) and Sen. Sherrod Brown (D-OH) introduced the Social Security Fairness Act (H.R. 82 / S. 597), legislation endorsed by FMA, and the support continues to grow. S. 597 is cosponsored by one half of the Senate. H.R. 82 has 308 cosponsors in the House.



GPO/WEP repeal gained even more momentum in November 2023 when the House Ways and Means Subcommittee on Social Security held a field hearing on the issue. FMA National President Craig Carter submitted testimony for the official record of the hearing.

We remain vigilant in guarding your hard-earned benefits, including proposed threats such as increased pension contributions, elimination of the FERS annuity supplement, elimination, or reduction of Cost-Of-Living-Adjustments (COLAs), and more. Not only will we keep up that fight, but we are working to make COLAs more accurate and fair. FMA supports the Equal COLA Act (H.R. 866 / S. 3194), introduced by Rep. Gerry Connolly (D-VA) and Sen. Alex Padilla (D-CA), which would provide Federal Employees Retirement System (FERS) retirees with a full COLA. We also continue to support the Fair COLA

for Seniors Act (H.R. 716), introduced by Rep. John Garamendi (D-CA), which would require Social Security to use the Consumer Price Index for the Elderly (CPI-E) to calculate the COLA for seniors. This makes sense and more accurately accounts for seniors' spending habits, which tend to have a larger percentage used toward health care. We will also pursue legislation to allow FERS employees who retire at minimum retirement age, but before age 62, to receive COLAs.

These are just some of the highlights of FMA's legislative program for 2024. To review FMA's 2024 Issue Briefs in their entirety, please visit: <https://fedmanagers.org/Issue-Briefs>. ●

---

*Greg Stanford is Director of Government and Public Affairs for the Federal Managers Association.*



## Make an Impact: Donate to FMA-PAC

PAC funds allow FMA to send you and your colleagues to intimate events with your Senators and Representative to educate them about what it is like to be a federal manager in their state and district.

Visit [www.fedmanagers.org/FMA-PAC](http://www.fedmanagers.org/FMA-PAC) for info on how you can contribute!

To learn more about FMA's government affairs and FMA-PAC related activities, contact Director of Government Affairs Greg Stanford at [gstanford@fedmanagers.org](mailto:gstanford@fedmanagers.org), or call 703.683.8700.





# CAPITAL INSIGHTS

Members of Congress and their staffs are continuing their efforts to build support for legislation to repeal both the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) in 2024. FMA is part of a Social Security Fairness Coalition, which met during the week of January 8 to discuss strategies to advance the Social Security Fairness Act (H.R. 82 / S. 597).

The House Ways and Means Subcommittee on Social Security held a field hearing on GPO/WEP repeal in November 2023, and FMA submitted testimony for the record. The House bill has more than 300 cosponsors, while the Senate version is up to 50 cosponsors.

FMA will join other coalition members in pushing for continued consideration of the legislation, with an emphasis on outreach to Senate offices to gain support for S. 597. If we can gain 10 additional cosponsors, the bill would have a supermajority in the Senate, which would smooth consideration of the bill. A supermajority of 60 senators is required to move a vote through a cloture motion, which closes debate on a bill and can end a filibuster. In the House, we will continue to advocate for a markup by the full Ways and Means Committee. ●

On January 9, 2024, FMA joined 25 colleagues of the Federal-Postal Coalition in a letter to Congress in support of the Federal Retirement Fairness Act (H.R. 5995). The Federal-Postal Coalition is comprised of national organizations that collectively represent five million federal and postal workers and retirees.

Introduced in late October 2023 by Rep. Derek Kilmer (D-WA), the Federal Retirement Fairness Act is FMA-endorsed legislation that would allow Federal Employee Retirement System (FERS) employees who worked in temporary or intermittent positions to make catch-up contributions toward their retirements. This is an FMA issue brief and Rep. Kilmer has been a champion on this issue for many years. Of note, Rep. Kilmer announced he will not seek reelection to his seat representing the 6th District of Washington State in the 119th Congress. ●

On December 18, 2023, the U.S. Senate confirmed the nomination of former Maryland Governor Martin O'Malley as Commissioner of the Social Security Administration (SSA). O'Malley was confirmed by a vote of 50-11, with 39 senators not voting. He was sworn in on December 20, providing SSA its first permanent commissioner in more than two years. His term expires on January 19, 2025.

The SSA administers retirement, disability, survivor, and family benefits, and enrolls individuals in Medicare. Its programs pay more than 1.4 trillion dollars annually to more than 66 million beneficiaries. Established in 1925, SSA is headquartered in Woodlawn, Maryland, outside of Baltimore. The Commissioner oversees a staff of nearly 61,000 employees and 1,500 facilities. ●

The Office of Personnel Management announced significant progress in reducing the number of federal employee retirement applications, reducing its backlog by 34 percent in 2023. The agency plans to continue work on their "digital retirement system," including electronic records and an online process moving forward. ●



# GET INVOLVED!

Did you know you can help the FMA National Office make a difference for you and your fellow managers on Capitol Hill? A key way is to send action letters to your Representatives and Senators on issues that matter to you. First, stay current on the bills FMA is working on via our legislative tracker. Then, visit our action letters page to add your name to FMA's efforts!

## FMA's Legislative Tracker

Visit FMA's legislative tracker for information on introduced legislation that

is vital to feds. We also provide FMA's stance on each particular bill as it moves through the legislative process. The page is updated regularly as legislation is introduced, gains cosponsors, and moves through Congress. Check the tracker regularly to stay up to date on critical issues impacting you!

## Action Letters

Action letters prepared by FMA staff are available in the legislative action center on our website: <https://fedmanagers.org/Action-Letters>. Letters can be easily sent to both of your U.S.

Senators and your Representative, and are ready to send in a matter of seconds.

All action letters are ready to send, but can be edited to allow you to personalize and insert any anecdotal information you would like to add. Action Letters are a great way to make your voice heard on issues important to federal managers. It is important that you and your fellow FMA members maximize our strength in numbers and let your elected officials know what matters to you as a federal manager. ●

**EMERGENCY LOANS | DISASTER RELIEF | SCHOLARSHIPS | CHILDCARE SUBSIDIES**

## Have you heard about FEEA?

Founded in 1986, the Federal Employee Education and Assistance Fund (FEEA) is the only independent, nonprofit 501c3 national charity by federal employees and for federal employees. Over our thirty year history we have helped more than 50,000 families.



**FEEA**

FEDERAL EMPLOYEE EDUCATION & ASSISTANCE FUND



YES! I am proud to support FEEA: THE FEDERAL EMPLOYEE EDUCATION AND ASSISTANCE FUND and federal public servants and their families. Enclosed is my gift of:

\$25     \$75     \$100     \$250     \$500     Other: \_\_\_\_\_

Please make check payable to FEEA or donate by credit card via our website: [www.feea.org/give](http://www.feea.org/give)

NAME: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

EMAIL: \_\_\_\_\_

MAIL TO:  
Federal Employee Education And Assistance Fund, 1641 Prince Street, Alexandria, VA 22314

Donations to FEEA are tax deductible to the fullest extent allowable under the law.



For more information about FEEA's programs, please visit [www.feea.org](http://www.feea.org)

**DONATE TODAY AT: [WWW.FEEA.ORG/GIVE](http://WWW.FEEA.ORG/GIVE)**

Contact: [fedshelpingfeds@feea.org](mailto:fedshelpingfeds@feea.org) | 202-554-0007





## U.S. SENATOR BOB CASEY *(D-Pennsylvania)*

First elected in 2006, Bob Casey serves as the senior Senator from the state of Pennsylvania. He represents a wide variety of Federal Managers Association (FMA) members in Pennsylvania, including at the Department of Defense with Chapter 208 (Defense Logistics Agency), as well as chapters representing the Internal Revenue Service, Social Security Administration, Department of Labor, and more.

Senator Casey serves on the Senate Finance Committee, including the Subcommittee on Social Security. He is Chair of the Special Committee on Aging, and also serves on the Senate Health, Education, Labor and Pensions, and Select Intelligence Committees. In the 118th Congress, Senator Casey has cosponsored several FMA-endorsed bills, including: the Saving the Civil Service Act (S. 399), which would prevent the return of Schedule F; the Social Security Fairness Act (S. 597), which would eliminate both the Government Pension Offset and the Windfall Elimination Provision; and, the FAIR Act of 2023 (S. 124), which sought an 8.7 percent pay raise in 2024.

Prior to his election to the U.S. Senate, Casey served two terms as Pennsylvania State Auditor General and as State Treasurer for Pennsylvania. He practiced law in Scranton prior to that service. Senator Casey also taught fifth grade and coached eighth grade basketball as part of the Jesuit Volunteer Corps.

A native of Scranton, Pennsylvania, Casey is a graduate of the College of Holy Cross and the Catholic University of America, where he received his J.D. His father, Bob Casey, Sr. was the 42nd Governor of Pennsylvania. Senator Casey and his wife, Terese, live in Scranton and have four children. ●

### THE FACTS:

**Birthplace:** Scranton, Pennsylvania

**Born:** April 13, 1960

**Education:** College of the Holy Cross, A.B., 1982;  
Catholic University of America, J.D., 1988

**Career:**

- U.S. Senate, Pennsylvania (2007-Present)
- Pennsylvania Treasurer (2005-2007)
- Pennsylvania Auditor General (1997-2005)
- Law Practice (1991-1996)

**Elected:** 2018 (3rd term)

**Committees:**

- Finance
  - Health Care
  - International Trade, Customs and Global Competitiveness
  - Social Security, Pensions and Family Policy
- Health, Education, Labor and Pensions
  - Children and Families
  - Employment and Workplace Safety
- Select Intelligence
- Special Aging (Chair)

**Contact Information:**

U.S. Senate  
393 Russell Senate Office Building  
Washington, DC 20510  
Phone: 202.224.6324  
Website: <http://casey.senate.gov>

## U.S. SENATOR BILL HAGERTY *(R-Tennessee)*



Senator Bill Hagerty was elected in 2020 as Tennessee's junior Senator. He represents many Federal Managers Association (FMA) members at a variety of different agencies, including the U.S. Army Corps of Engineers, the Social Security Administration, and the Internal Revenue Service.

Hagerty is a member of the Senate Appropriations Committee. He sits on five Committee on Appropriations subcommittees, including the Financial Services and General Government Subcommittee, which has a direct impact on Title 5 and many FMA issues, including the annual pay adjustment. In addition to his work on appropriations, Hagerty is a member of the Senate committees on Banking, Housing and Urban Affairs, Foreign Relations, Rules and Administration, and Joint Printing. In the 118th Congress, Hagerty has cosponsored several of FMA's legislative priorities, including the Chance to Compete Act (S. 59) and the Honoring Civil Servants Killed in the Line of Duty Act (S. 3029).

Prior to his election to the Senate, Hagerty served as the 30th U.S. Ambassador to Japan. He has extensive experience in business, including work with the Boston Consulting Group, and as a venture capital and private equity investor. He also served Tennessee as Commissioner of the Tennessee Department of Economic and Community Development.

He is originally from Gallatin, Tennessee, is an Eagle Scout, and earned undergraduate and juris doctor degrees from Vanderbilt University. He and his wife Chrissy live in Davidson County, Tennessee. They have four children. ●

### THE FACTS:

**Birthplace:** Gallatin, Tennessee

**Born:** August 14, 1959

**Education:** Vanderbilt University, B.A., 1981, Vanderbilt University, J.D., 1984

**Career:**

- U.S. Senate (2021-Present)
- U.S. Ambassador to Japan (2017-2019)
- Tennessee Department of Economic and Community Development Director (2011-2014)
- Private Equity Company Owner
- Management Consultant
- White House Aide

**Elected:** 2020 (1st term)

**Committees:**

- Appropriations
  - Commerce, Justice, Science
  - Energy and Water Development
  - Financial Services and General Government
  - Military Construction, Veterans Affairs
  - State, Foreign Operations
- Banking, Housing and Urban Affairs
  - National Security and International Trade and Finance
  - Securities, Insurance and Investment
- Foreign Relations
- Rules and Administration
- Joint Printing

*\*For a complete list of Sen. Hagerty's subcommittee assignments, visit his website.*

**Contact Information:**

U.S. Senate  
251 Russell Senate Office Building  
Washington, DC 20510  
Phone: 202.224.4944  
Website: <http://hagerty.senate.gov>

**DID YOU KNOW?**



# **TRACING THE EVOLUTION OF THE DEPARTMENT OF LABOR**



*By Ben Neverov*

The U.S. Department of Labor (DOL) was created in 1913, and now, headed by the Secretary of Labor, has over 16,800 employees. The mission of the Department of Labor is to promote and protect the welfare of America's workforce and retirees, improve working conditions, and guarantee opportunities, benefits, and rights for workers. The DOL is currently responsible for the administration and enforcement of over 180 federal laws. These regulations impact about 150 million workers and more than ten million workplaces around the country. The DOL operates through a large collection of agencies, boards, and offices, each with their own unique focuses on policies and communities. These individual agencies are run by undersecretaries who report to the Office of the Deputy Secretary, under The Secretary of Labor.

## The Founding of the Department of Labor

The Department of Labor was created by an act signed into law on March 4, 1913, by U.S. President William Howard Taft, on the last day of his presidency. While this was the origin of DOL as we know it today, there were two prior iterations of the agency which would be adopted by the newfound department. One of these iterations was the Bureau of Labor Statistics (BLS), created in 1884, and the other was the Department of Commerce and Labor, created in 1903.

The first Secretary of Labor, William B. Wilson, was appointed to the position by President Woodrow Wilson on his first day in office. When Wilson took on the position of Secretary of Labor the DOL had 2,000 employees operating across

four bureaus. He is credited with putting the DOL on a pedestal and many important

missions currently being done by the agency can be traced back to this period.

These include employment of women and minorities, and relations between laborers and management. The DOL received a boon of credit during World War I under Wilson's leadership by effectively mobilizing a large-scale workforce for wartime production.



FMA proudly represents Chapter 186, the national chapter of the Department of Labor. Chapter 186 is currently seeking new leaders to improve communications between FMA members and the Department of Labor.

If interested in serving, contact Todd Wells at [twells@fedmanagers.org](mailto:twells@fedmanagers.org).

*continued on next page*

## DID YOU KNOW?

# The Women's Bureau

The Women's Bureau is an entity of the DOL with the mission of promoting policies and regulations which protect the interests of working women, advocates for workplace and economic equality for women, and promotes quality work environments. The bureau was created in 1920 because of the quick growth of the DOL in its early stages. The first director of the Women's Bureau, Mary Anderson, served in the position for almost 25 years. In this time, Anderson served through the terms of five presidents, and the ranks of women in the workforce more than doubled. She is credited with leading efforts to secure better wages, hours, and working conditions for women.

The Women's Bureau has been working to secure the rights for women workers for more than 100 years, and women now make up about 47 percent

of the workforce in the U.S. Alongside promoting policies, the Bureau has also been granted the authority to investigate and report to DOL on issues regarding the welfare of female employees across the country. The Women's Bureau is the only federal agency mandated by policy to represent the interests of women in the workforce.



# The Department of Labor Through the Years

The Bureau of Labor Statistics, one of the first iterations of the DOL, had been collecting data solely on employment when the Great Depression struck the U.S. In 1930, however, Congress authorized the BLS to begin collecting data on unemployment, as well as employment.

On March 4, 1933, President Roosevelt appointed Frances Perkins to the position of Secretary of Labor. Perkins was not only the first woman Secretary of Labor, but also the first woman Cabinet member of the United States.

During her tenure, Perkins was able to enact policies which

established limits on worker hours and federal minimum wages, and ensured workers the right to organize. Perkins was also responsible for the creation of the Labor Standards Bureau, which is responsible for enforcing labor laws in regions across the U.S. She is also credited as the "principal architect of the Social Security Act."

The DOL was an essential entity in combating the rampant unemployment facing the U.S. during the Great Depression. As part of his New Deal, President Roosevelt established a number of agencies under the scope of the DOL to provide employment opportunities. The Wagner-Peyser Act, enacted on June 6, 1933, established the U.S. Employment Service, also operating alongside the DOL, which provided a communication network for employees and employers. These increasing opportunities for unemployed workers all functioned in tandem to combat the growing rates of unemployment.

One of the most influential Acts enforced in the department's history is



the Fair Labor Standards Act, enacted on June 15, 1938, which introduced major changes to employment practices in the U.S. These changes included establishing a federal minimum wage, a 40-hour workweek, and codifying paid overtime. It also established regulations surrounding child labor, protecting opportunities for minors to pursue education, and preventing them from operating in detrimental work conditions.

The Department of Labor has continued to combat child labor, turning their focus abroad in 1947 with the creation of the Bureau of International Labor Affairs. President Truman created the bureau to foster international relations and work towards ending child labor around the globe – a mission it still conducts today.

## The Department of Labor Today

The Department of Labor has now been operating for 111 years, carrying out multiple missions across a variety of agencies, bureaus, and departments. The distribution of leadership structures in the DOL can be viewed here, with individual mission programs having undersecretaries leading them, all reporting to the Office of the Secretary of Labor. The DOL has made great strides through its history to secure the rights of workers in the U.S. and continues to work towards promoting and protecting

the welfare of the United States workforce. The Department serves the interests of over 150 million Americans, and also operates internationally, working to support the interests of workers around the globe and fostering U.S. participation in international affairs. ●

*Ben Neverov is a former FMA Intern and is a student at William & Mary University.*

# News. Expertise. Insight.



Don't miss out. Subscribe now.

## FEDmanager.com

The FREE weekly e-report for federal executives, managers and HR representatives.

[www.fedmanager.com](http://www.fedmanager.com)

Stay Connected.  



# RETIREES



# RETIREE MATTERS

By Christine Parker

Fellow FMA members, and prospective members, thank you for reading what I have to share with you about federal retirees and our retirement benefits. There are many topics that affect retirees. This article is by no means all-inclusive. Keep an eye on your e-mail, and the FMA website at [www.fedmanagers.org](http://www.fedmanagers.org). If you ever have questions on where to find information, or about pending legislation, feel free to contact me or Greg Stanford at the National Office.

## New TSP RMD Rules from Secure Act 2.0

The passage of the SECURE Act 2.0 will result in some major changes to the required minimum distribution (RMD) rules. The RMD rules affect qualified retirement plans (for example, 401(k) and 403(b) private employer-sponsored retirement plans), the Thrift Savings Plan (TSP), and traditional IRAs.

Passage of the SECURE Act 1.0 and the SECURE Act 2.0 will eventually push the age for starting RMDs to age 75.

You can read the full article by Edward A. Zurndorfer, Certified Financial Planner, at this link: [New TSP RMD Rules from Secure Act 2.0](https://www.myfederalretirement.com/new-tsp-rmd-rules-from-secure-act-2.0) ([myfederalretirement.com](https://www.myfederalretirement.com))

## IRS Provides Relief for Certain Tax Returns Filed During 2020 and 2021

What is the Internal Revenue Service's Grant of Relief? Eligible individual taxpayers who have filed certain specified income tax returns ("eligible returns")

will have the accrual of additions to tax for the failure to pay taxes owed for the tax year 2020 or 2021 waived for the relief period described below, or to the extent previously assessed and paid, will have such additions to tax automatically abated, refunded, or credited to other outstanding tax liabilities, as appropriate, for the relief period.

There is no need for individual taxpayers to request this relief. The IRS will mail a notice to each individual taxpayer who is eligible.

The notice will present the updated amount owed and any refund or credit resulting from the automatic abatement. Note that the relief granted in IRS Notice 2024-7 applies to tax under Internal Revenue Code Sections 6651(a)(2) and 6652(a)(3) for the failure to pay taxes owed, but does not apply to any amount of interest that accrues as a result of any underpayment.

If you have questions, I suggest a conversation with your tax preparer. The full article is at this link: [IRS Provides Relief for Certain Tax Returns Filed During 2020 and 2021](https://www.myfederalretirement.com/irs-provides-relief-for-certain-tax-returns-filed-during-2020-and-2021) ([myfederalretirement.com](https://www.myfederalretirement.com))

## 2025 Federal Retiree COLA Watch

The 2024 federal retiree cost-of-living adjustment (COLA) will be 3.2 percent for those under the Civil Service Retirement System (CSRS) and 2.2 percent for those under the Federal Employees Retirement System (FERS). This is smaller than the 2023 COLA, which was the largest in nearly four decades. In 2023, the COLA for CSRS



retirees was 8.7 percent and 7.7 percent for those under the FERS retirement system.

You can read more about COLAs at this link: ([www.myfederalretirement.com/fers-csrs-cola-watch/](https://www.myfederalretirement.com/fers-csrs-cola-watch/))

## Progress on Repealing GPO/WEP

If you have been reading my articles, you probably know that the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) are issues that are "up close and personal" for me. I am affected by both GPO and WEP. I am pleased to report that some progress is being made on these fronts. WAHOO!

The following is from the *FMA Washington Report*, dated January 12, 2024:

Members of Congress and their staffs are continuing their efforts to build support for legislation to repeal both the

*continued on next page*





You may track the progress of the Social Security Fairness Act in the House of Representatives and the Senate, at these two links:

*H.R.82 - Social Security Fairness Act of 2023* and  
*S.597 - Social Security Fairness Act.*

Stay in contact with your Congressman/Congresswoman and request his/her support.

## Do You Plan to Retire in 2024?

There are always multiple factors to consider when one decides to retire. Some of those factors are inflation (I'm sure you've noticed the costs of everything have increased), and a decreased rate of return on some investments. This article from U.S. News & World Report provides more details for your education. *What Is the Outlook for Retirement in 2024?*

There are some positive notes for retirees, such as the increase in the age of required minimum distribution, a social security cost of living allowance (COLA) increase of 3.2%, and an increase in 401(k) contribution limits. Additionally, after a two-year flat line of the S&P 500, as of this writing, it is up nearly 500 points, and was up 24 percent for 2023. More can be found in this article:

*7 Things Retirees Should Be Thankful for This Year.*



We continue to witness unprecedented changes in our nation. Stay informed on FMA's legislative issues, and engage with your Congress people. Don't be a bystander. Bystanders, even "innocent" bystanders, get left behind and too often lose out on opportunity.

As always, I welcome your feedback, questions, and input for articles. Please send your thoughts or questions to [FMA121Parker@gmail.com](mailto:FMA121Parker@gmail.com).

**Make Your Voice Heard!** Use your vocal freedom as a retiree to speak up and get involved. Check out the Legislative Action Center on the FMA website. Take the time to send Action Letters to your Representative and Senators – the effects are worth it. Use the FMA website to easily send your communication to Capitol Hill: <https://fedmanagers.org/Action-Letters>. And make sure to visit your elected representatives at their local offices or schedule a virtual meeting. ●

---

*Christine Parker is FMA's Retiree Conference Chair and National Treasurer.*

Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) in the new year. FMA is part of a Social Security Fairness Coalition, which met during the week of January 8 to discuss strategies to advance the Social Security Fairness Act (H.R. 82 / S. 597).

The House Ways and Means Subcommittee on Social Security held a field hearing on GPO/WEP repeal in November 2023, and FMA submitted testimony for the record. As of the writing of this article, the House bill has more than 300 cosponsors, while the Senate version is up to 50 cosponsors.

FMA will join other coalition members in pushing for continued consideration of the legislation, with an emphasis on outreach to Senate offices to gain support for S.597. If we can gain 10 additional cosponsors, the bill would have a supermajority in the Senate, which would smooth consideration of the bill. A supermajority of 60 senators is required to move a vote through a cloture motion, which closes debate on a bill and can end a filibuster. In the House, we will continue to advocate for a markup by the full Ways and Means Committee.





EMPLOYEE  
BENEFITS  
SPECIALIST



Corporate Sponsor



Schedule Your Free  
Service Today!  
866-201-7829  
[info@gpis4u.org](mailto:info@gpis4u.org)



# SAFETY SECURITY OPPORTUNITY

*Our goal is to make sure you're protected from all of life's uncertainties.*

Over 100+ years of collective insurance experience, we are "client-first".

We represent the top insurance companies in the industry --- this means we will find you the best products at the best prices based on your unique situation.

## OUR SPECIALTIES

Life Insurance  
Disability Insurance  
Dental & Vision  
Long Term Care

Retirement Income Planning  
Social Security Planning

Maximizing Your Current Workplace Benefits



At no cost to you, we will examine your current situation to make sure you have the right amounts of coverage at the right prices.  
***We'll also ensure you're on track for the retirement of your dreams.***

National Headquarters:  
9700 Business Park Drive | Suite 300  
Sacramento, CA 95827  
Phone: 866-201-7829 | Email: [info@gpis4u.org](mailto:info@gpis4u.org)

[www.GPIS4u.org](http://www.GPIS4u.org)

# START HEARING

An exclusive hearing benefit for  
Federal Managers Association  
Members and their families



**% Up to 48% off** on hearing aids for you and your family

**♥ Today's latest technology**, including rechargeable hearing aids

**📦 Risk-free 60-day trial**  
...and more!

To get more information, call us at **(888) 764-2851** or visit **starhearing.com/partners/FMA**



With a qualified health insurance plan, you may be eligible for a hearing aid allowance.  
***This could mean \$0 cost for your hearing aids, including SoundGear Phantom!\****

\*Your current health plan may or may not include a hearing aid allowance. Please contact Start Hearing to find out more.



# PHANTOM

The world's first custom, Bluetooth® compatible and rechargeable hearing aid and protection device.



**Bluetooth**  
Stream calls, music or other audio wirelessly from your phone.



**Rechargeable**  
One, overnight charge ensures they're powered all day long.



**Hearing Protection**  
Automatic protection from loud sounds and gun shots.



**Hearing Enhancement**  
Hear conversations, game and environmental sounds with ease.



**Custom Fit**  
Cutom-molded to your ear for a comfortable, personalized fit.

**Visit [SoundGear.com](https://www.soundgear.com) or call (888) 764-2851 to schedule a custom fitting with a hearing professional near you!**