



INTERAGENCY CONNECTION

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Chair's Corner



As the fiscal year is coming to a close, my tenure as Chair of the FEB is also coming to an end.

The past year has passed quickly and I look forward to transitioning to "Ex

Officio" status and serving in an advisory capacity to John Fox, Warden of the Federal Transfer Center and our incoming Chairman, as well as Michelle Coppedge, Director of the Mike Monroney Aeronautical Center and our incoming Vice-Chair!

I have been honored to work with all of you and serve as Chairperson this past year. Our FEB is a progressive and collaborative organization that brings our agencies together in many ways to share valuable information during changing times. It provides an excellent opportunity to allow us to benefit from ALL the best ideas out there!

This month, the Federal work force will kick off our **Combined Federal Campaign**. Please consider taking advantage of this unique opportunity to support the organizations of your choice. The needs in our community and beyond are greater than ever and your participation can certainly make a difference.

In October, the last **Leadership FEB** forum will be hosted to conclude this year's class. Upon completion of this year's program, we will begin planning next year's schedule of agencies to visit during this prestigious leadership development opportunity.

In December, we will begin planning and coordinating the many moving parts of the **MyFreeTaxes** initiative to provide this opportunity for our federal employees and their family members who meet the criteria. Last year was the first year for us to participate and we garnered the most online submissions through our efforts of anyone in this geographic IRS region!

We will continue to provide support to the **Houston FEB** during this time they are without an Executive Director. Our Executive Director continues to provide situational weather updates, national initiative information, and other leadership notices to the federal agency leaders during this transitional time while the Chairman in Houston is performing the face-to-face relationship building.

Be planning for our **Annual Awards Program!** Nominations will be due in February and the luncheon will be held next May! The package soliciting nominations will be distributed via email to the agency heads in January 2015.

As we enter into this next fiscal year, I ask you to support John Fox as he takes the Chair position. AND I want to thank each of you for your support of our Federal Executive Board; the participation of our membership makes our FEB quite special!

Joe Gallagher, Chairman

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The fight for your TSP account continues

The Department of Labor recently enacted a rule requiring that “advisers”—meaning investment and insurance sales people—who offer “advice” to participants about their retirement accounts act as fiduciaries and accept the responsibility and liability that goes along with that role.

In simple terms, this means that anyone who tells you to do something—anything—with your Thrift Savings Plan money, is obligated to put your interests ahead of all others. This poses a rather unpleasant problem for the “financial services” industry, which has built a massive profit generating machine upon a foundation that includes, as its cornerstone, an almost complete lack of accountability for quality or results.

Challenges to the new rule were being formulated even before the final decision to enact it had been announced. A group of financial industry firms and their agents have filed a suit in federal court to block enforcement of the rule on the basis that the DOL does not have the necessary authority to have imposed it in the first place. I’m not going to waste your time by arguing over the details of the rule, or its validity or enforceability. I’ll leave that to the lawyers, the courts and of course, the lobbyists. Instead, I want to make sure all TSP participants understand the sides in this fight and the reasons for their passion for fighting.

On one side of the rule, we have disinterested fiduciaries, like the DOL. They have a mission to help protect labor—that is the people who work for their living and are trying to build some financial security. They are passionate about protecting the interests of labor against threats that might try to abuse them.

On the other side of the rule are the

profiteers who pose the threat to the interests of labor that the DOL is worried about. These are salespeople, agents, and the organizations that they represent, who thrive by finding ways to separate retirement savers, like TSP participants, from as much of their nest eggs as possible. Sometimes this is accomplished by violating the rules, but usually it is easily accomplished within the rules.

The problem with the current system—the one without uniform application of fiduciary standards for all financial advice—is that it’s very difficult to know who and when to trust. Registered investment advisers are held to a fiduciary standard of care, while insurance agents, salespeople and other intermediaries are not. But, any or all of these people may offer financial or investment advice. Combine this complexity in the financial advice landscape with concepts, products, opportunities and risks that are beyond the clear understanding of most victims, and you have set the stage for financial slaughter.

As a TSP investor, let the continuing fight over the DOL’s fiduciary rule—a rule intended to protect and help TSP investors—remind you to be careful. Be skeptical. Withhold your trust until you are sure. Don’t act—particularly when it comes to taking money from your TSP account—until you know exactly who you are dealing with, how they are paid, whether they may have any conflict with your interests and how much it will cost. If the financial services industry is successful in their challenge, you’ll be the only help you’ve got.

Taken from Federal Times, June 2016 article written by Mike Miles, Certified Financial Planner licensee and principal adviser for Variplan, LLC.



Spotlighting Information in Public Service

Did you Know?

97th Air Mobility Wing

The 97th Air Mobility Wing, located on Altus Air Force Base in Altus, Oklahoma, trains Airmen to conduct world-wide combat operations and ensure our Nation's ability to fly, fight, and win in any environment. The Wing serves as the world's premier Formal Training Unit for Air Force mobility operations in the C-17 and KC-135 aircraft. Nearly 2,000 aircrew members are trained annually by the instructors at Altus Air Force Base.

The men and women of the 97th Air Mobility Wing proudly train pilots, maintainers, and aircrew members in the C-17 *Globemaster III*, KC-135 *Stratotanker*,

and, soon, KC-46 *Pegasus*. These platforms will continue to enable decades of rapid global mobility for combat or contingency operations by the United States Air Force.

Altus, Oklahoma, became home to military aircraft and personnel in 1943, having hosted platforms such as the AT-9 *Jeep*, AT-17 *Bobcat*, B-47 *Stratojet*, B-52 *Stratofortress*, C-5 *Galaxy*, C-45 *Expediter*, C-47 *Skytrain*, C-141 *Starlifter*, and KC-97 *Stratofreighter*. In April 2014, Air Force officials announced that Altus Air Force Base will be the home of the KC-46 *Pegasus*, ensuring that the skies of southwest Oklahoma would remain the training grounds for the world's elite airlift and air refueling aviators.

In addition to training the next generation of military aviators, Altus Air Force Base deploys Airmen warriors to Combatant Commanders in support of United States

strategic objectives. Airmen from all careers fields at Altus Air Force Base maintain the ability to answer the Nation's call in support of world-wide combat or contingency operations.

The Wing has deployed its members to support

myriad contingencies, including Operations NORTHERN WATCH, DESERT STORM, DESERT FOX, ALLIED FORCE, JOINT GUARD, ENDURING FREEDOM, NOBLE EAGLE, IRAQI FREEDOM, NEW DAWN, INHERENT RESOLVE, and FREEDOM'S SENTINEL.

Additionally, the Wing has supported relief operations in the aftermath of

hurricanes Katrina, Rita, and Wilma in 2005, and Gustav and Ike in 2008. More recently, aircrew and maintenance personnel supported earthquake recovery operations in Haiti and efforts to prevent the outbreak of Ebola in West Africa, thus continuing the big heritage of the little base in southwest Oklahoma.

Today, Altus Air Force Base continues the tradition started seven decades ago, operating and training aircrew members for the Air Force's C-17 *Globemaster III* and KC-135 *Stratotanker* aircraft, and soon for its newest platform, the KC-46 *Pegasus*. While the task remains challenging, Altus Air Force Base and the Airmen of the 97th Air Mobility Wing will continue to perform the same basic mission they started in 1943, providing the nation with the best trained mobility aircrews in the world.



Members of the 58th Airlift Squadron release unilateral airdrop training loads out of a U.S. Air Force C-17 Globemaster III during an airdrop training mission at the Sooner Drop Zone April 11, 2014. The 97th Aerial Operations Flight prepares airdrop cargo pallets and loads them onto the C-17. Their mission provides C-17 aircrews with realistic training scenarios, which consist of on and off loading general cargo and vehicles as well as aerial delivery materials for airdrop training. (U.S. Air Force photo by Senior Airman Jesse Lopez/Released)



Successful Leadership is defined by what you do when things Stink

7 WAYS TO SNIFF THE STINK

Success hinges on dealing with things others turn from. Plug your nose when something stinks, if you want to fail.

1. Ignore anger.
2. Reject worry. Tell yourself everything will work out on it's own.
3. Medicate organizational anxiety.
4. Dance around challenges.
5. Discuss comfortable topics – avoid uncomfortable.
6. Affirm the mediocre.
7. Tolerate backstabbers.

7. Confront negative patterns. “This isn’t working. What needs to change?”

Subtle stink – 4 things lesser leaders ignore:

1. Meetings that should be 45 rather than 60 minutes long.
2. Talented people who wing it rather than prepare.
3. The third conversation about the same issue.
4. Bullies and backstabbers who deliver results.

The way you deal with stink determines:

1. The height of your reach.
2. The usefulness of your influence.
3. The effectiveness of your leadership.



Successful leaders lean in when others lean away.

Ease is the enemy of excellence. A little comfort strengthens. Constant comfort makes babies of us all.

5 essentials when sniffing stink:

Start sniffing when something doesn’t smell right. Breathe deep. Don’t plug your nose.

7 ways to sniff the stink:

1. Stay curious when curiosity feels awkward. “I’m wondering about....”
2. Bring together gratitude and dissatisfaction. Dissatisfaction is
3. Don’t be happy all the time. You should feel bad when things are bad. Just don’t wallow. Unhappiness instigates change.
4. Be optimistic. “I think we could do better.”
5. Declare the pain. “This hurts.”
6. Pick the scab. “What makes you think things will be different next time.”

1. Show some frustration. If things aren’t right, let it be known. Don’t blow up. Speak up.
2. Embrace dissatisfaction.
3. Resolve to make things better. If you aren’t committed to improve, just plug your nose.
4. Know where you’re going. Get clear on what “better” looks like.
5. Believe in the power of hard work.

The tipping point in your leadership is what you do when something stinks.

Taken from Leadership Freak blog:
<https://leadershipfreak.wordpress.com/2016/06/30/7-ways-to-sniff-the-stink/>



TO COACH OR KICK BUTT

<https://leadershipfreak.wordpress.com/2016/07/09/solution-saturday-to-coach-or-kick-butt/>

What do you do when the person you're coaching persists in poor performance or negative behaviors?

Energy deflates when you have the same conversation over and over.

The belief that coaching is handholding offends real coaches.

It's not compassionate to create dependency.

It's disrespectful to enable helplessness.

It's ineffective to tolerate persistent failure.

7 ways to coach and kick butt:

Technically, coachees kick their own butts.

#1. Sincere people get stuck. We've all circled the black hole, from time to time. Compassion enables high standards.

#2. Don't have the same conversation – in the same way – for the third time. The same conversation for the third time insults competence. Talking about the same thing – in the same way – validates weakness and affirms failure.

#3. Point out the obvious. Look them in the eye and say, "This isn't working. This is the third time we're talking about this issue, but you aren't getting where you want to go. What do you think?"

#4. Choose silence after stating the obvious. Silence is communication.

5 Powers of awkward silence:

1. Silence says this matters. Blabbing suggests frivolity. Silence indicates that this topic is worthy of careful consideration.
2. Silence says we aren't moving to the next item.
3. Silence is space to reflect, rethink, and face

reality.

4. Silence shifts responsibility. As long as you're speaking, they don't have to. Don't rescue someone who knows how to swim.
5. Silence waits for their solutions. You aren't the solution fairy.

#5. Display authenticity, compassion, and candor.

- Avoid saying the "correct" things.
- Don't judge.
- Own your disappointments, frustrations, and aspirations.
- In awkward moments, let people know where you're at. Don't keep them guessing.



#6. Explore the challenge. "What's the real challenge for you?" Ask this question three or four times, in different ways.

- And what else?
- Tell me more.
- I hear you saying So, what else might be the real challenge for you?
- What's coming to mind? (This question lets people know their response doesn't have to be well thought out.)

[Michael Bungay Stanier](#) correctly observes that the words "for you," change everything.

#7. Choose a challenge and chart a path.

- Which of the challenges seems most important?
- What would you like to do about that?
- What else would you like to do about that? (Create options before making choices.)
- What makes you think things will be different this time? (The answer concerns behaviors.)
- What new behaviors are necessary? When someone is stuck, working harder in the same way makes things worse.
- What do you want me to ask you next time?



These Things Will Make You Much Happier

There's enough advice on *happiness* floating around out there to make your head spin. Yet, this is understandable, as everyone is different. What makes one person happy might make another miserable.

In the face of so much contradictory, and often subjective, advice, what are you supposed to do if you want to live a happier life? Just forget about all that subjective advice and focus your energy and attention on science-proven facts.

UCLA neuroscience researcher Alex Korb has spent a great deal of time studying the effects of different happiness strategies on the brain. His findings have a lot to teach us about what actually works when it comes to boosting happiness.

Korb's research demonstrated that your thoughts—and the emotions you feel in response to those thoughts—have a profound impact on surprising areas of your brain.

Guilt and shame, for example, activate the brain's reward center, which explains why we have such a strong tendency to heap guilt and shame upon ourselves. Likewise, worrying increases activity in the prefrontal cortex (the rational brain), which is why worrying can make you feel more in control than doing nothing at all.

Gratitude creates happiness. I'm not advocating worry, guilt, and shame as the path to happiness. The illustration shows why we tend to succumb to thoughts that fuel these emotions. The real neural antidepressant is gratitude. Gratitude boosts levels of serotonin and dopamine—the brain's happy chemicals and the same chemicals targeted by antidepressant medications. The striking thing about gratitude is that it can work even when things aren't going well for you. That's because you don't actually have to feel spontaneous gratitude in order to produce

chemical changes in your brain; you just have to force yourself to think about something in your life that you appreciate. This train of thought activates your brain to make you feel happier.

Labeling negative feelings dilutes their power. There is an amazing amount of power in simply labeling your negative emotions. In one study, participants underwent fMRI scans of their brains while they labeled negative emotions. When they named these emotions, the brain's prefrontal cortex took over and the amygdala (where emotions are generated) calmed down. This effect doesn't just work with your own emotions; labeling the emotions of other people calms them down

too, which is why FBI hostage negotiators frequently rely on this technique.

"Happiness is not something ready-made. It comes from your own actions." – Dalai Lama

Making decisions feels good. Similar to naming emotions, making decisions engages the prefrontal cortex, which calms the amygdala and the rest of the limbic system. The key is to make a "good enough" decision. Trying to make the perfect decision causes stress. We've always known that, but now there's scientific research that explains why. Making a "good enough" decision activates the dorsolateral prefrontal areas of the brain, calming emotions down and helping you feel more in control. Trying to make a perfect decision, on the other hand, ramps up ventromedial frontal activity—which basically means your emotions get overly involved in the decision-making process.

It helps you to lend a hand. Taking the time to help your colleagues not only makes them happy but also makes you happy. Helping other people gives you a surge of oxytocin, serotonin, and dopamine, all of which create good feelings. In a Harvard study, employees who helped others were 10 times more likely to be focused at work and 40% more likely to get a promotion. The same study showed that



These Things Will Make You Much Happier

people who consistently provided social support to others were the most likely to be happy during times of high stress. As long as you make certain that you aren't overcommitting yourself, helping others is sure to have a positive influence on your happiness.

Our brains are wired for touch. Humans are social animals, to the point that our brains react to social exclusion in the same way that they react to physical pain, with activity in the anterior cingulate and insula. Similarly, our brains are hardwired to interpret touch as social acceptance. Touch is one of the primary stimuli for releasing oxytocin, which calms the amygdala and, in turn, calms emotions. There are even studies that show that holding hands with a loved one actually reduces the brain's response to pain. You might think that's bad news for people who are socially isolated, but studies show that a massage increases serotonin by as much as 30%. Touch reduces stress hormones, decreases the perception of pain, improves sleep, and reduces fatigue.

Bringing It All Together

Kolb's research highlights just how amazing the brain is, and he summarized his findings succinctly when he said, "Everything is interconnected. Gratitude improves sleep. Sleep reduces pain. Reduced pain improves your mood. Improved mood reduces anxiety, which improves focus and planning. Focus and planning help with decision-making. Decision-making further reduces anxiety and improves enjoyment. Enjoyment gives you more to be grateful for, which keeps that loop of the upward spiral going. Enjoyment makes it more likely you'll exercise and be social, which, in turn, makes you happier."

Written by Dr. Travis Bradberry, Coauthor Emotional Intelligence 2.0 & President at TalentSmart

Delegation: Master this vital skill

Here's a short list of reasonable assignments

Your ability to delegate responsibility properly is crucial to your future as a manager. If you delegate too little and try to do everything yourself, you'll burn out and fail. If you try to delegate too much and push everything off on your employees, they'll hate you for it and you'll fail.

The first step to successful delegation is deciding what kind of work you should delegate to others.

Here's a short list of reasonable assignments:

- Tasks or jobs that are closely related to the work the employee is already doing. Ask yourself: Will the new work be a good fit with what the individual is doing right now? Or is it something that is completely different?
- Projects with clearly defined end results. Don't delegate work to someone if neither of you knows what the end result should look like.
- Work that allows employees to learn and grow. Employees don't necessarily have to be experts at the tasks you assign them. Sometimes the best kind of work to delegate is something that will challenge employees and help them develop new skills.
- Jobs at which an employee is more skilled than you. For example, are you wasting a lot of time proofreading copy—despite the fact that one of your employees is better at it than you and has more time to do it?

Of course, knowing what not to delegate is just as important as knowing what to hand off. You should keep the following items on your own plate:

- Long-term planning and goal setting. This is the job of the manager. You can ask for input from your employees, but in the end, you are the one responsible for these.
- Any kind of crisis. Some managers like to "delegate" responsibility during a crisis so they can also pass the buck if things don't work out. When trouble arises, be prepared to step up and make decisions.
- Important decisions. Some managers like to pass off important decisions to avoid making the decision themselves. Employees will see this for exactly what it is: ducking, not delegating.

Taken from:

http://www.managebetter.biz/Main/Articles/30136.aspx?utm_medium=email&utm_source=Savicom&utm_campaign=1466436615.62579&utm_term=http%3A%2F%2Fwww.managebetter.biz%2FMain%2FArticles%2F30136.aspx



UPCOMING EVENTS September 2016

| | | |
|----------------------------------|---|---|
| Sep 5, 2016 | Labor Day |  |
| Sep 8, 2016 All day | Eating Twinkies Together better than Broccoli Alone | |
| | Leadership Training Remington Park POC: FEB, 405-231-4167 | |
| Sep 12, 2016 | Agency Visits-Tulsa | |
| | POC: FEB, 405-231-4167 | |
| Sep 14, 2016 All Day | Leadership FEB | |
| | Fort Sill POC: FEB, 405-231-4167 | |
| Sep 16, 2016 7:00 a.m. | Central Oklahoma CFC Kickoff | |
| | Bricktown Ballpark POC: FEB, 405-231-4167 | |
| Sep 19, 2016 | Agency Visits-Muskogee | |
| | POC: FEB, 405-231-4167 | |
| Sep 19, 2016 1:00 p.m. | FEB/OPM Conference Call | |
| | POC: FEB, 405-231-4167 | |

Your Federal Executive Board

“Federal Executive Boards (FEBs) are generally responsible for improving coordination among federal activities and programs in...areas outside of Washington, D.C...FEBs support and promote national initiatives of the President and the administration and respond to the local needs of the federal agencies and the community.” (GAO-04-384)

We applaud the efforts of the Oklahoma FEB Executive Policy Council members who ensure information is provided to direct our activities and efforts:

- Jeffrey Allen, Executive Director, Air Force Sustainment Center
- David Andra, Meteorologist-in-Charge, National Weather Service Forecast Office, Norman
- Michelle Coppedge, Director, FAA Mike Monroney Aeronautical Center
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Dottie Overall, Director, Small Business Administration
- Betty Tippeconnie, Superintendent, BIA-Concho Agency

This newsletter is published monthly as a cost-effective tool for communicating events and issues of importance to the federal community in Oklahoma. If you have news of interest, please email to LeAnnJenkins@gsa.gov no later than the 15th of each month.

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INSPIRATION CORNER

If you have something to do that is worthwhile doing, don't talk about it, but do it. After you have done it, your friends and enemies will talk about it. —George W. Blount

Sense of humor: A thread of illuminated intelligence that links two opposite ideas. —Thomas L. Mason

What you do when you don't have to, determines what you will be when you can no longer help it. —Rudyard Kipling

Realize that the problem you are facing has been faced by millions of human beings. —Dr. Robert Schuller

It is not a question how much a man knows, but what use he makes of what he knows, not a question of what he has acquired, and how he has been trained, but of what he is, and what he can do. —Josiah G. Holland



TSP Plan Advantages Over Private Sector Plans

The Thrift Savings Plan has many advantages over similar retirement plans outside of the government; this article will look at some of them.

THE TSP’S EXPENSES ARE RIDICULOUSLY LOW. I will periodically give classes in federal retirement and benefits to financial planners who want to understand our benefits so that they can better serve federal clients. When I inform them of how low the TSP’s expenses are, they don’t want to believe it. For the year 2015, the expense ratio for the TSP was 2.9 basis points – that’s \$0.29 in expenses for each \$1,000 you have in your TSP account. You will not find such low expenses in private sector retirement plans, IRAs or annuities. There are several reasons that the expenses are so low, they are:



NUMBER ONE: As an in-house retirement plan, the TSP doesn’t have a “retail” operation, this lowers expenses considerably because of limited advertising. Even Vanguard, known for low fees, has a retail operation and engages in advertising to attract customers. Read any magazine on popular finance (e.g., Money, etc.) and you will find advertisements from Vanguard and other brokerage houses.

In contrast, the biggest publicity push the TSP has had in the last five years was for the introduction of the Roth option in 2012. The TSP’s “advertising” consisted of including a one page (printed on both sides) flyer with a mailing that was already going out to all TSP participants. The additional sheet of paper did not cause the envelope to weigh over one ounce, so there wasn’t even any extra postage. That’s beyond frugal.

NUMBER TWO: The TSP’s investment options are primarily broad-based index funds that have little in the way of trading expenses.

NUMBER THREE: There are mechanisms within the TSP to reduce fund expenses. You may be aware that any federal employee who leaves federal employment before three years are up has to forfeit the 1% agency automatic contribution that Uncle Sam has been making to their account. It is required that these forfeited monies be used to reduce TSP expenses.

If you have taken out a TSP loan over the last ten years, you have had to pay a \$50 application fee. Money collected in application fees is used to reduce TSP expenses.

NUMBER FOUR: The staff of the TSP is modestly compensated compared to the staffs of brokerage firms. Greg Long, the Director of the TSP makes more money than anyone who is reading this article right now. Abby Johnson, the head of Fidelity Investments, makes more money than everyone who has read this article today – combined.

Twenty percent of employer sponsored defined contribution retirement plans in the private sector do not have matching contributions at all. The most common match in a private sector plan is a three percent match of fifty cents on the dollar. So in your average private sector plan you have to put in 6% to get 3%, while in the TSP if you put in 5% you get 5%.

There are more TSP advantages that we will be looking at in future articles.

Taken from FedWeek article By: John Grobe, Federal Career Experts, *Published: July 25, 2016*



Financial Wellness Workshop



| | |
|-------------|--|
| Date: | Wednesday, October 19, 2016 |
| Time: | 9:00 a.m.—Noon |
| Location: | Oklahoma City Public Works Training Facility, 3738 Southwest 15th Street, OKC |
| Why? | With Federal Salaries falling behind the cost of living increasing, it is more important than ever for federal employees to be equipped with information on how to maximize their incomes. |
| Topics: | How Money Works – basic fundamentals you were definitely never meant to “know” Debt Solutions – alleviate unnecessary stress of too much month and not enough money Software & Apps – tools to assist you in tracking expenditures, calculate interest on loans and keep you on track for “paying on time” Retirement Planning – protecting your money and never running out Long-Term Care – fastest growing need of people over 50 |
| Instructor: | Eric Dubbell, Senior Vice President of Primerica, SEC & FINRA registered |

Registration

Name _____ Agency _____
 Email _____ Address _____

| | |
|-----------------------|--|
| Mail registration to: | Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102 |
| Or fax to: | 405-231-4165 |
| Or email to: | LeAnn.Jenkins@gsa.gov or Lisa.Smith-Longman@gsa.gov |

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, cancellations will be permitted through October 12, 2016. Since this is a “no-cost” training, we ask your courtesy to cancel early so that we can accommodate people on the waiting list, if one exists.



Oklahoma Federal Executive Board
and
Federal Labor Relations Authority

Have collaborated to provide training on:

Federal Service Labor-Management Relations Statute

| | |
|-------------|--|
| Date: | Wednesday, January 18, 2017 |
| Location: | Oklahoma City/County Health Department 2700 NE 63 rd Street, Oklahoma City, OK |
| Time: | 8:30 a.m.—3:30 p.m. (all day) |
| Cost: | Free of Charge |
| Offered by: | Federal Labor Relations Authority, Office of the General Counsel, Dallas Regional Office |

This course offers a broad overview of federal-sector labor law. Topics include: the duty to bargain in good faith, including the *de minimis* and "covered by" doctrines, and substantive versus impact and implementation bargaining; meetings, including formal discussions, bypasses, and investigatory examinations (or *Weingarten* meetings); interference with statutory rights and discrimination based on protected activity; bars to filing ULP charges, such as timeliness and prior grievances; and information requests.

Who should attend?

Union representatives – officers and stewards – and agency representatives – from first-line supervisor to agency head. If you are involved in labor-relations at your agency, this training will provide an overview of your rights and responsibilities under the Federal Service Labor-Management Relations Statute.

How do I sign up?

Go to the FLRA website and sign up (or click on this hyperlink):

<https://www.flra.gov/resources-training/training/basic-statutory-training-4>

When do I sign up?

As soon as possible! Seating is limited to 100; when registration reaches that number it will be closed.



| SUN | MON | TUES | WED | THUR | FRI | SAT |
|-----|--|------|------------------------------------|---|---------------------------------|-----|
| | September 2016 | | | 1 | 2 | 3 |
| 4 | 5  | 6 | 7 | 8 Leadership Development Training | 9 | 10 |
| 11 | 12 Agency Visits: Tulsa | 13 | 14 Leadership FEB- Fort Sill | 15 | 16 Central OK CFC kickoff | 17 |
| 18 | 19 1:00 OPM Conf Call Agency Visits: Muskogee | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

OKLAHOMA FEDERAL EXECUTIVE BOARD
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