

Rocky Mountain Chapter Newsletter

Chapter #14
since April 1971



November-December 2014 Volume 43, Issue 9

Federally Employed Women,
Rocky Mountain Chapter

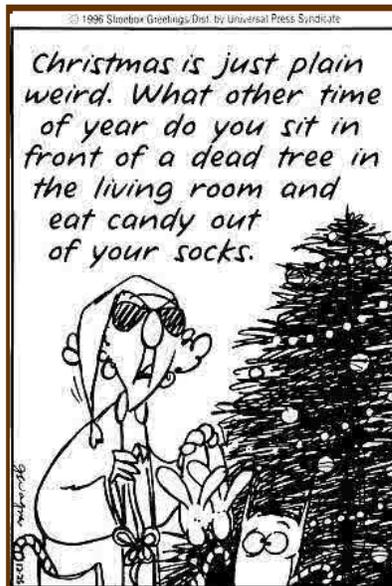
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- **NEWSLETTER
EDITOR open!**
Apply today!

Special points of interest:

- ◆ Worst states for women!
- ◆ Update on the National FEW by-laws-discussion II
- ◆ Fewer federal hires are women
- ◆ Thankfully Thanksgiving
- ◆ As we enter the holidays....
- ◆ Legislative update
- ◆ Christmas Dinner?? E-mail Shannon if you have a great location and day. All suggestions welcome! 303-236-7928 or smahan@usgs.gov



The 10 worst states for women-story from USA Today



Thomas C. Frohlich, Alexander Kent and Alexander E.M. Hess, 24/7 Wall St wrote this article. For the entire article go to: [http://](http://www.usatoday.com/story/money/business/2014/10/19/24-7-wall-st-worst-states-women/17344861/)

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Based on recently released Census Bureau data, women made up almost half of the workforce last year. Yet, even working full-time and year-round, they were paid only 79 cents for every dollar men made. The wage gap varies considerably between states. Women receive 86 cents for every dollar men make in New York, for example, while in Louisiana, women are paid just 66% of what men earn.

Income inequality is only one of the challenges women face. Across the nation, women are less likely to serve in leadership roles both in the private and public sectors. Health outcomes among female populations also vary considerably between states. Based on 24/7 Wall St.'s analysis, Mississippi is the worst state for women in the nation.

In all of the worst-rated states, women were less likely than their male peers to hold pri-

vate-sector management positions. In two of the worst states — South Dakota and Utah — women held fewer than one in three management jobs. According to Ariane Hegewisch, study director at the Institute for Women's Policy Research, women are discriminated not just in base pay, but also lack career opportunities available to men. "A lot of [the wage gap] is also promotions, recruitments and networking," Hegewisch said. Perceptions of performance can also be affected by gender, meaning "the more the pay is related to performance and bonuses, the bigger the wage gap."

Women in the worst-rated states were also less likely to have leadership roles in government compared to women in the rest of the country. Only six of the 10 states had any female representation in Congress. Many of these states were among the nation's worst for female representation in their own state legislatures as well. State Senates usually have between 30 and 50 Senators. Of the 10 states on this list, however, only Kansas had more than 10 female senators.

While the United States is among the most developed countries in the world, it was one of just a handful of nations where maternal mortality actually rose over the last decade, according to a recent study published in *The Lancet*, a respected medical journal. Pregnancy related mortality rates vary considerably between states.

To determine the worst states for women, 24/7 Wall St. developed on a methodology based on the Center for American Progress' 2013 report, "The State of Women in America."

We divided a range of variables into three major categories: economy, leadership and health. Data in the economy category came from the U.S. Census Bureau and included male (continued on back page)

Fewer new federal hires are women

A NEW REVIEW OF DATA for an upcoming Merit Systems Protection Board report on fair and open competition for federal jobs has revealed that a declining share of new hires are women—and veterans' hiring authorities appear to be driving the trend.

Most of the methods used to hire new employees in the year studied—2012—resulted in a greater proportion of men hired than women, MSPB said. "This disparity is most notable for the Veterans Em-

ployment Opportunities Act (VEOA) and Veterans' Recruitment Appointment (VRA) authorities, which is not surprising given that the active duty military is over 80% male," stated an article in the fall 2014 edition of MSPB's Issues of Merit newsletter. "Our research shows that as use of veterans hiring authorities increased, the percentage of female new hires decreased."

MSPB warned that "an over-reliance on too few hiring authorities may not be healthy for an organiza-

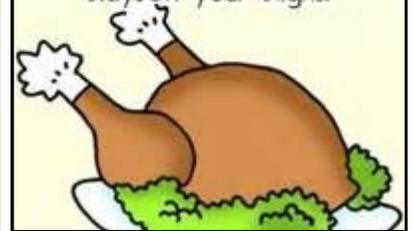
tion's culture" and may produce a workforce that doesn't reflect society—and cautioned agencies against the practice of using only one or two authorities to make most of their hires.

The board said its upcoming report will take a closer look at the effects of hiring authorities on open competition for jobs and workplace diversity.

See more at: <http://www.mspb.gov/netsearch/viewdocs.aspx?doc-number=1085840&version=1090192&application=ACROBAT>.

A THANKSGIVING POEM

May your stuffing be tasty,
 May your turkey plump,
 May your potatoes and gravy
 have nary a lump.
 May your yams be delicious
 and your pies take the prize,
 and may your
 Thanksgiving dinner
 stay off your thighs!



New regional information from the National Policy and procedures manual

**THE 2015
 JULY NTP IS
 ANNOUNCED
 FOR NEW
 ORLEANS**

Qualifications for Regional Manager: Candidates must:

Show a demonstrated commitment to FEW as well as leadership and managerial ability;

Have prior service as a chapter officer, preferably as President or a standing committee chair;

Reside within the geographic boundaries of the Region she/

he represents. If during her/his term of office, the Regional Manager moves out of the Region, she/he must resign within 15 days, and a successor must be elected according to procedures outlined in the Regional Bylaws; and

Be members in good standing at the time of nomination; and the national office must verify

membership status.

Candidates must "not hold 2 voting positions in the Region, i.e., being a Regional Manager and a Chapter President."

Candidates must not hold 2 voting positions in the Region, i.e., being a Regional Manager and a Chapter President except for regions with less than 5 chapters. (Section VII Region)

Some Christmas Humor



Please Note: CHISTMAS IS CANCELLED

Apparently, YOU told Santa that you have been GOOD this year ...



He died laughing

Greetings To The World

"Merry Christmas" is what
I chose to say
But many greetings are
used for the day.
To one and all during the
festive season
Here are different lan-
guages for this reason.

Say "Frolyke Kerstfeest" or
"Joyoo Noel"
"Felleeth Navidad" and
even "Glaydlig Yool"
"Kalla Kristoogenna", "Boo-
on Natarlee"
"Boas Festas" or "Sheng
Dan Kwly Lee"
You could say "Frerlicker
Vine-akten"
Or maybe "Roshdesrom
Kristovim" then
So you can say it in very
many ways
But please never just say
"Happy Holidays"

Paul Curtis, Author

And now...for a serious discussion on by-laws by our Chapter President

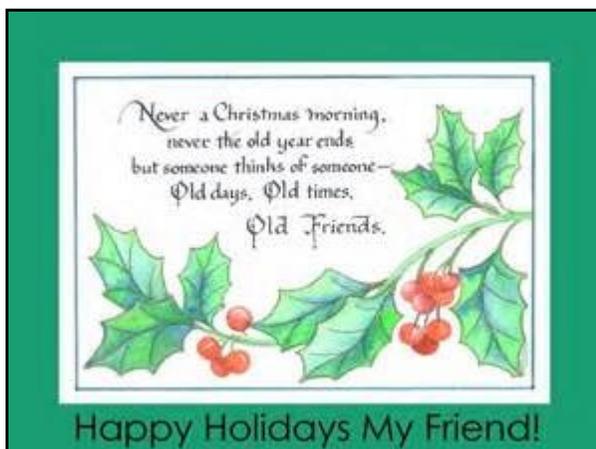
Hi, everyone! This is a rather serious message but I hope it makes you think. I have been closely monitoring the debate going on about the bylaws with regards to counting the ballots cast during the vote. At issue is whether the by-laws stipulate that a 2/3 majority vote in the affirmative OF THE VOTES RECEIVED (<1,000 out of a 3,593 membership base) or whether it takes a 2/3 MAJORITY OF ALL MEMBERS IN GOOD STANDING for a bylaws change to be made. At the very heart of this issue is whether the by-laws say it is 2/3 majority of those who voted or 2/3 of the majority of members. And there is a big difference. In order to achieve a 2/3 majority of the members in good standing (the 3,593 figure), FEW would have needed to have 2,395 votes returned for the majority to have carried. Less than 1,000 votes is not a 2/3 majority of the entire membership, just those that cared to vote. This leads to another speculation on my part about whether National FEW has ignored its own bylaws in order to pass the last round of bylaws changes.

In my opinion, this has the potential to be a truly divisive issue if one cares about the mission of FEW and what FEW stands for. Did the motion to allow only currently working federally employed women to become the National President of FEW introduce discriminatory language into the bylaws? The motion has carried as far as voting members. Even if our founding FEW mothers that always intended for a woman to lead the organization, they didn't put it in writing. Once this intension is put in writing, the organization opens the door to class action lawsuits from men who are members, retiree members, and private sector members. In an organization with a mission statement to end discrimination of women in the workplace, it isn't disconcerting to realize we as a national organization are not asking for the best, brightest, most valued members (whoever they may be) to hold the president's role if that is what they aspire to?

I am only stating my own opinion here, and this article has not been approved by the National FEW publication committee nor any executive body of FEW. For me, this matter reaches beyond the discussion about whether a true 2/3 majority voted. I am also concerned about whether I want to be part of an organization that says women shouldn't be discriminated against in the federal workplace, yet has laws on the books about discriminating against anyone who wishes to attain the role of President. I joined FEW to end ANY inequality and discrimination, not to support it.

God rest ye merry shoppers ***A Christmas Poem by Author Unknown*** ***(Sung to the tune 'God rest ye merry gentlemen')***

God rest ye merry shoppers
Let nothing you dismay
Remember, Sales, our saviors
Start before the Christmas day
To save us all from credit's power
When we were gone astray
O tidings of comfort and joy,
Comfort and joy
O tidings of comfort and joy
God rest ye merry shoppers
Let nothing you dismay
Remember, Sales, our saviors
Start before the Christmas Day!



Federally Employed Women, Rocky Mountain Chapter

Federally Employed Women (FEW) is a private membership organization working as an advocacy group to improve the status of women employed by the federal government and by the District of Columbia. Check out the National FEW Organization <http://www.few.org/>

Federally Employed Women is organized into 10 regions and 100 chapters in the U.S. and overseas. FEW provide a network of monthly programs, meetings, training workshops, and special projects, all tailored to the specific needs of the chapter member. We welcome new chapters and new members! If you are interested in forming a chapter or becoming a member, you may contact **Adrienne Callahan, Vice President for Membership and Chapter Organization**. We are happy to welcome you into our purpose driven organization.
(membershipvp@few.org)

Ten Worst States for Women (cont.)

(cont.) and female median earnings, the percentage of children enrolled in state pre-kindergarten, state spending per child enrolled in pre-kindergarten and education attainment rates.

The leadership category included data on the percentage of women in management occupations from the Census. It also includes the share of state and federal legislators who are women, and states that currently have female governors. The health section incorporated Census data on the percentage of women who were uninsured as well as life expectancy. Infant and maternal mortality rates came from the Kaiser Family Foundation. Data on the expansion of Medicaid, as policies towards maternity leave, sick days and time off from work came from the National Partnership for Women and Families.

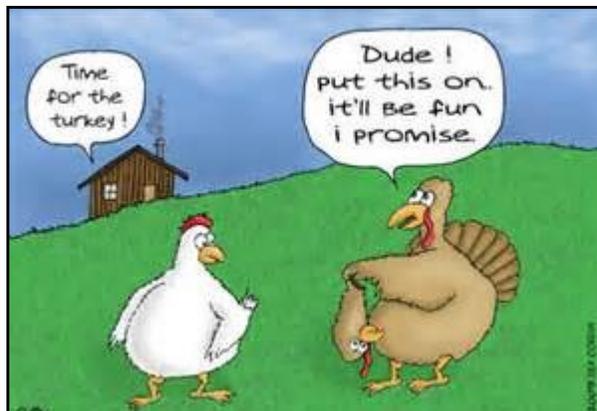
State rankings on each of these measures were averaged to determine a score for each category. Possible scores ranged from 1 (best) to 50 (worst).

The three category scores were averaged to create an indexed value that furnished our final ranking.

These are the worst states for women:

1. Utah

- > Gender wage gap: 70 cents per dollar (4th worst)
- > Poverty rate, women: 13.6% (13th lowest)
- > Pct. in state legislature: 16.3% (6th lowest)
- > Infant mortality rate: 5.0 per 1,000 births (2nd lowest)



Black Friday:
Because only in America,
people trample others for
sales exactly one day after
being thankful for what
they already have.



someecards
user card

2. Wyoming

- > Gender wage gap: 69 cents per dollar (2nd worst)
- > Poverty rate, women: 12.1% (7th lowest)
- > Pct. in state legislature: 15.6% (5th lowest)
- > Infant mortality rate: 6.8 per 1,000 births (24th highest)

3. Idaho

- > Gender wage gap: 76 cents per dollar (13th worst)
- > Poverty rate, women: 16.2% (7th lowest)
- > Pct. in state legislature: 26.7% (17th highest)
- > Infant mortality rate: 6.0 per 1,000 births (16th highest)

4. Mississippi

- > Gender wage gap: 77 cents per dollar (16th worst)
- > Poverty rate, women: 26.6% (the highest)
- > Pct. in state legislature: 17.2% (21st lowest)

- > Infant mortality rate: 10.0 per 1,000 births (the highest)

5. North Dakota

- > Gender wage gap: 70 cents per dollar (5th worst)
- > Poverty rate, women: 12.8% (10th lowest)
- > Pct. in state legislature: 17.0% (19th lowest)
- > Infant mortality rate: 6.6 per 1,000 births (tied-25th highest)

6. Montana

7. South Dakota

8. Indiana

9. Alabama

10. Kansas

For further details also see:
<http://247wallst.com/special-report/2014/10/16/the-10-worst-states-for-women-2/2/>

SAVE THIS TRAINING DATE: REGIONAL TRAINING PROGRAM FRIDAY MARCH 20, 2015
AT THE ARVADA CENTER. dmcginnis@osmre.gov for more details