



FMA Chapter 3 News Norfolk Naval Shipyard

Nov 2019

The Monthly Meeting: Held Nov 13th
Elections were held.



Newsletter Editor Past President Andy Anderson

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Managers'
Association Web site*
www.fedmanagers.org

From the President

Norfolk Naval Shipyard had 241 Apprentices from the class of 2019 graduate on November 12 at Chrysler Hall in Norfolk. Our Commanding Officer, Captain Kai Torkelson provided the opening remarks and introduced the Keynote speaker, Director Fleet Maintenance, Fleet Forces Command, Rear Admiral William Greene.

There was a great turnout despite the weather. It was very moving to see the excitement and pride from these graduates as they become the next generation of journey men/women at Americas Shipyard. Mr. Colby Tynes, Apprentice Program Director and Terri Davis, Public Affairs Director and their staffs deserve a big round of applause for their efforts and the fantastic job they did with this event.

Jacob P. Burrell, from shop 31 received the **Bradford Casas** “Demonstrated and Potential Leadership award” from chapter 3 at the Apprentice graduation. He received a plaque, \$250.00 and a one-year honorary membership into FMA. All at this annual event had a great time. Congratulations to Jacob.

At our November 13 chapter 3 meeting at Roger Brown’s restaurant, we welcomed eight new members into the FMA family.

The new members are:

Anthony Ackiss / C970

Michelle Lappin / C300

Kathryn Valenzuela / C2380.7

Tony Carter / C900T

Robert Jarman / C361

Ryan Bailey / C361

Brittany Sutton / C361

Tracy Bishop / C990

When you see our new members, please welcome them into the oldest, largest and most influential managers association in the federal government today.

At our monthly meeting, we conducted our election for the 2020 year for the office of Vice President.

Your Executive Board Officers for 2020 are:

President Craig Carter

Vice President Jeris Smith

Recording Secretary Desiree Manley

Legislative Secretary Jessica Younger

Financial Secretary Artisha Ballard

Treasurer Joy Wiggins

Trustee (2020) Forrest Lilly

Trustee (2021) Tashira Everette

Trustee (2022) Curlee Williams

Congratulations to all of the officers and thank you for your tireless efforts and agreeing to represent chapter 3 at NNSY at the Executive Board level.



Christmas
Masquerade
Ball

December 7th, 2019

Cocktails 6:30 pm

Dinner 7:30 pm

Sheraton Norfolk Waterside Hotel

Featuring

DJ PonFetti

Memories by

Emma Wynne Photography

Tickets \$40

Includes Salad, Entree, Desert, and 2 Libations

Also, Yankee Gift Swap,

bring a gift (approx \$25 value) to participate

Games, and Door Prizes

For Tickets Contact a Member of the Chapter 3 Executive Board

Craig 646-6076 ~ Valerie 667-0041 ~ Desiree 650-1780

Artisha 828-9595 ~ Jessica 374-6699 ~ Chops 419-9642

Discounted Rooms Available Mention FMA When Making Reservation (800) 325-3535

Our annual Christmas/ Holiday Party will be on December 7 at the Norfolk Waterside Sheraton. The theme this year is a “Masquerade Ball”. If you cannot find a mask, we will have extras. There is a time change for this event. Please note:

6:30 P.M. - Cocktail Hour with Appetizers

7:30 P.M. - Buffet style dinner

8:30 P.M.- 1130 P.M. -Yankee Gift Swap, Games and Door Prizes.

Menu

Eggplant Parmesan

Sliced Sirloin of Beef

Pan Seared Tilapia

Tri Colored Pasta

Mixed Green Salad

Garlic Mashed Potatoes

Seasoned Vegetables

Desserts

The ticket price is \$40.00 each and includes the buffet dinner and two drink tickets. Each FMA or NCMA member can purchase two tickets. Please contact the following people for tickets:

Craig Carter 646-6076

Chops Clarke 419-9642

John Satcher 284-8749

Valerie Scott 667-0041

Desiree Manley 650-1780

Artisha Ballard 828-9595

Jessica Younger 374-6699

Danni Larrew 374-6703

The Norfolk Waterside Sheraton is offering us hotel rooms for the evening for the discounted price of \$96.00. To reserve your room you can call 1-800-325-3535 and mention the FMA Chapter 3 Holiday Party. Check the flyer on the following pages for more info.

As always, thank you for what you do for the men and women of our armed forces, our Federal Brother and Sisters, Norfolk Naval Shipyard and the Federal Managers Association.

Our next meeting will be on January 8, 2020. Guest speaker TBD.

Happy Thanksgiving and Have a Merry Christmas/ Holiday Season and a Happy New Year!!!!!!

Always,

Craig Carter

Chapter 3 President

National Vice President

A Note from MAGGIE:

Federal employee salaries on average are nearly 27 percent below those of their private-sector counterparts: [Eric Yoder](#) November 6, 2019 Washington Post.

A difference that narrowed over the past year for no readily apparent reason, an advisory council reported Tuesday. The “pay gap” number, released at a meeting of the Federal Salary Council, is based on Labor Department data on salaries in a range of occupations, levels and local areas. Federal employee unions and other organizations commonly cite the number in seeking substantial federal pay raises, though in practice, the annual increases have been much smaller.

The report shows that as of March, the average difference was 26.71 percent, down by 4.25 percentage points [from the year before](#) even though federal employees received raises averaging only 1.9 percent this year.

Council Chairman Ron Sanders said he would ask the Labor Department for an explanation. “Some of these are just statistical anomalies,” he said in an interview after the meeting. “How can we tell whether one, especially one that is significant, is real? We don’t have the answer to that. But that’s an answer that I want.”

For example, in the Laredo, Tex., area, the indicated gap increased by more than a quarter, which the report suggested was skewed by changes in salaries in law enforcement, a major occupational group for federal employees there. Sanders is a longtime senior federal personnel official who is now director of the School of Public Affairs at the University of South Florida. The council also includes several members representing the administration and others representing federal employee unions.

Under federal pay law, the figures are to be used to bring salaries up to private-sector levels as measured by a formula in that law. Those amounts vary in turn among some four dozen metropolitan zones, with a catchall “locality” for areas outside those zones. However, disagreements over the calculations and the potential cost have prevented the indicated raises from being paid.

Other studies, using different methods, produce different conclusions. Some conservative and libertarian organizations have found a difference [in favor of federal employees](#), while the Congressional Budget Office in 2017 found salaries overall to be [about comparable](#), although with variations by educational level.

In an August letter to Congress backing a 2.6 percent federal employee raise for January 2020, [President Trump said](#) that following the law would cost \$24 billion “in the first year alone.”

A union representative said that whatever the exact size of the pay gap, its impact could be seen in testimony at the meeting by both agency and union officials from a number of places in the catchall locality asking for higher pay rates. They cited difficulties in recruiting and retaining employees in law enforcement, medical, scientific and other occupations despite using shortcut hiring rules and financial incentives.

“We’re really feeling the impact of three years of pay freezes and the minuscule pay raises since,” Jacqueline Simon, public policy director of the American Federation of Government Employees said in a telephone interview. “It’s time for a substantial makeup. Since the Congress and President Trump have refused to do that, you still see this substantial lag.”

Federal salary rates were frozen over 2011-2013, and annual raises afterward have been in the 1 to 2 percent range. The federal raise for 2020 remains undecided. The Senate has drafted a spending bill that effectively endorses the 2.6 percent figure, which would be paid with no variation by locality. The House has passed a bill to provide a 2.6 percent increase across the board plus an average of 0.5 percentage points for locality-based pay. That would result in raises varying from somewhat below to somewhat above 3.1 percent, based on figures in the Salary Council report. The San Francisco area would stand to receive the largest increase even though it already is the highest-paid locality, followed by the Laredo, Los Angeles, New York and Washington-Baltimore areas.

Maggie is the present Retiree Rep.

(Maggie was Past Financial Secretary and also the Angel in Shop Personnel that was a God send to any of us working in resources at that time.)

A Note from Steve

NNSY's 2019 Family Day was another successful one!

By Steve Milner

I've seen it occur everywhere I worked during my 45-career: from Cape Canaveral to several large companies to, finally, Norfolk Naval Shipyard--when employees proudly showed their families where they worked. And Saturday, November 2, was no exception at NNSY.

It was a chilly morning, but the human warmth and excitement compensated for the weather, which improved during the six-hour open house. In my opinion, it was worth all the tough planning, recruitment of employee-volunteers, and the great work of NNSY's Security Department, and the services of active-duty Navy personnel assigned to our shipyard and aboard USS George H.W. Bush (CVN 77), which many visitors toured on our waterfront. Morale, Welfare and Recreation (MWR) also played a major role in making this open house a successful one.

Being retired, I routinely like to walk a couple of miles when I can in the mornings, so it seemed appropriate for me to hoof it from the main activities on the Parade Ground, in front of Bldg. 1500, to Trophy Park and Quarters A and B, at the shipyard's extreme North End, by-passing accessible shuttle vans. But it was more of a trek than I had imagined it would be, because I stopped to sit on benches along this route, not so much to rest, but to reminisce as I saw buildings and other facilities on the way. In my NNSY job I had interacted with so many dedicated people who worked in these structures, and mostly good memories rushed back.

An informational handout clearly noted the rules for the day's activities; that is, security issues and listings of work spaces that would be open. It even included questions about a historical scavenger hunt at Trophy Park that asked about exhibits displayed there. I skipped going into the shipyard's main waterfront opting, instead, to talk to people I knew in other areas. I'm sure most of your newsletter readers have also logged a few hours on NNSY's waterfront. Quarters A was as I remembered it, despite the devastating fire that enveloped it in 2014.

It has held up well since it was built in 1838, retaining its early elegance, combined with the addition of some modern amenities and it was a pleasant experience to visit another stately house next door, Quarters B, where a Coast Guard admiral resides.

I next visited Trophy Park, where my office used to conduct about 45 Portsmouth elementary school tours for several years, as part of our community outreach activities. Those touring third graders were smart kids and asked a lot of good questions. On my last stop before taking a shuttle back to the Bldg. 1500 Parade Ground, I visited the refurbished Tar House (Bldg. 3) to see how shipyard historian, Marcus Robbins had meticulously traced NNSY's storied history, by displaying key artifacts chronologically.

In my opinion, he did a great job transforming a relatively small space into a valuable historical attraction. One highlight there was when I heard a woman loudly shout "That's my grandfather," when she was sure she saw him in a shop's large group photo, taken in 1919. What a wonderful way for her family to end their visit.

Marcus is NNSY's noted collector of items, many of which I believe might have been discarded over the years. He successfully searches various places at the shipyard, retrieving artifacts for current and future generations to see. Among them in the Tar House, I noticed a 1940's- era Royal manual typewriter that I had brought to NNSY from the Philadelphia Naval Shipyard when it closed in 1995. The Philly Shipyard's Public Affairs Office gave it to me to include in NNSY's archives. A visitor's' printed handout Marcus wrote described how the Tar House, built in 1835, was the place where our shipyard heated tar that coated and protected boards on wooden sailing ships we built and repaired.

The handout noted that the Bldg. 163 High Bay ship-fitting fabrication area was open for employees and their families to tour. Visitors also saw demonstrations of plasma and torch cutting, pipe bending and fitting. And they had access to the machine shop and the Technology and Innovation Laboratory, and saw the latest technologies currently used at our shipyard.

Before leaving Family Day, I stopped by the Bldg. 1500 Parade Ground again to see the realistic and highly acclaimed battleship USS Alabama (BB-60) float that's always a highlight in the Portsmouth Memorial Day Parades and other community events. That exhibit, too, brought back a lot of fond memories about the many years my office helped prepare it for public showings. (NNSY built the real USS Alabama in 1942 during World War II. It's berthed in Mobile, Alabama.)

Other attractions included food concessions coordinated by MWR, U.S. Marine Rescue and Wounded Warrior booths, live music and a great setting for visitors to meet and talk. Someone said a visitor adopted one of the dogs brought by the Humane Society.

There were many children's activities, including rubber bounce rooms, face painting and other things that captured and held their attention. And judging by the ages of these children, their parents, too, were young. As you know, our workforce is getting older. (Kiddingly, I suggested to a shipyard Family Day volunteer that NNSY should leave the rubber bounce rooms up year-round for workers to relieve stress during lunch breaks.)

And as much as I've been enjoying retirement during the past decade, I have to admit that I felt left out when I heard a current "Yardbird" tell another one that he would see him at work on Monday. I miss the daily interaction with the NNSY team, but enjoy writing these newsletter columns as a substitute during retirement.

I also appreciate the camaraderie, beneficial information and services FMA provides active and retired shipyarders.

Steve Milner Past NNSY PAO.

A Note from Jim

5 Ways to Reduce Holiday Stress

Many people look forward to the holiday season and the start of a new year. It often provides an opportunity to spend quality time with family, take a few days off from work, or go on a winter getaway.

While the holiday season can be a fun and joyous time, it can also be very stressful. The combined effort of shopping, attending social events, and entertaining guests can quickly become too much to handle. A poll by the American Psychological Association shows that 8 out of 10 people anticipate increased stress over the holidays. In some cases, the increase in stress and anxiety may even lead to depression. The Mayo Clinic reports that depression is often an unwelcome guest during the holidays.

Though the holiday season can be a difficult and stressful time, there are several ways to minimize stress and anxiety so you can thoroughly enjoy this festive time of year.

Set a Spending Budget

The holiday season and spending go hand-in-hand. Although spending money during the holiday season may be unavoidable, you can control how much you spend. To help prevent stress over money, plan ahead, review your finances, and come up with a realistic budget for gifts. Buying gifts shouldn't affect your ability to pay your bills, nor should it result in costly credit card debt.

Get Plenty of Exercise

When you're running around during the holiday season, exercise might be the last thing on your mind. What you may not realize, however, is that being active can elevate your mood and help you cope with stress. Exercise and other types of physical activity stimulate the production of endorphins in the brain. Endorphins are brain chemicals that function as a natural painkiller. They can trigger a positive feeling in the body, boosting mood and reducing feelings of anxiety and stress.

Keep It Simple

The holiday season is particularly stressful when you have too much on your plate. This might be the case if you're welcoming out-of-town guests and hosting family festivities. You don't necessarily have to cancel your plans, but make sure you're not setting unrealistic expectations for yourself. Everything doesn't have to be perfect, and you don't have to do everything yourself. Get your family involved and delegate. Know your limitations and learn how to say "no."

Take Time for Yourself

Setting aside time for yourself is another great way to cope with stress during the holidays. With so much happening, you might not have a moment alone. Doing activities, you enjoy can help you maintain your sanity as you juggle family obligations, social events, and holiday shopping. You can try going a walk, listening to relaxing music, or getting a massage to take your mind off your to-do list.

Pick Your Battles

Being in close quarters with some of your family members for long periods of time can be stressful in itself. You all have your own personalities. Because of your differences, it may be easy to rub each other the wrong way. Remember that if you let every remark get under your skin, you'll be miserable and stressed out the entire time. Don't let the actions of others rob you of your joy.

Even if you're a calm and collected person, the holiday season can still be a trying time. Your stress level can still skyrocket. These practical tips may minimize your stress and anxiety, and help you cope. And don't forget to smile, you are special.

Best wishes to all for the Holiday Season

Together we will grow "one by one"

James Mahlmann Retiree / (Past FMA National Vice President, Past Chapter 3 President)



Federal Manager's Association Chapter 3 Norfolk Naval Shipyard Calendar 2019



MANAGERS ASSOCIATION

2019 Executive Board

President – Craig Carter	646-6076
Craig.Carter@navy.mil.....Fmacraig3@gmail.com	Cell 646-9613
Vice President - Valerie Scott	396-8986
Valerie.D.Scott@navy.mil.....	Cell 667-0041
Treasurer – Eric Chops Clarke	419-9642
Eric.Clarke@navy.mil.....	
Recording Secretary – Desiree Manley	
Desiree.Manley@navy.mil.....	Cell 650-1780
Financial Secretary – Artisha Ballard	828-9595
Artisha.Ballard@navy.mil.....	
Legislative Secretary – Jessica Younger	374-6699
Jessica.Younger@navy.mil.....	
Sgt. At Arms – Ronnie Matthews	613-1728
Ronmat343@aol.com.....	Cell 650-1780
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Trustee (2020) – TBD	
Trustee (2021) – Tashira Everette	396-3243
Tashira.Everette@navy.mil.....	Cell 828-9595
National President – Renee Johnson	252-464-7414
fmarenee@gmail.com.....	

Code Representatives

Harry Tew.....C-920	617-3709.....	harry.tew@navy.mil
April Dotson.....C-970	617-0655.....	april.dotson@navy.mil
Margaret Magruder.....Retiree	621-2334.....	mb.magruder@verizon.net
Tynecia Simpson.....C-900S	617-5308.....	tynecia.h.simpson1@navy.mil
LaKuana Jennings.....C-900R	374-4204.....	lakuana.jennings@navy.mil
Danielle Green.....C-900T	396-5818.....	danielle.green@navy.mil
Jeris Smith.....C-990	771-6673.....	jeris.smith@navy.mil

116th Congressional Representatives

Senate:		
Mark Warner – (D-VA)	.....	www.senate.gov/Warner
Tim Kaine – (D-VA)	.....	www.senate.gov/Kaine
Thom Tillis – (R-NC)	.....	www.senate.gov/Tillis
Richard Burr – (R-NC)	.....	www.senate.gov/Burr
House:		
1st Robert Wittman – (R-VA)	.....	www.house.gov/Wittman
2nd Elaine Luria – (D-VA)	.....	www.house.gov/Luria
3rd Robert Scott – (D-VA)	.....	www.house.gov/Scott
4th Donald McEachin – (D-VA)	.....	www.house.gov/McEachin
1st G.K. Butterfield – (D-NC)	.....	www.house.gov/Butterfield
3rd Walter Jones – (R-NC)	.....	www.house.gov/Jones

FMA National Office703-683-8700
1641 Prince St. Alexandria VA, 22314www.fedmanagers.org

FMA NNSY Office757-396-7133
Building 32

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Regular Monthly Meetings

Paydays

Holidays

Saturdays, Sundays and (Non-Work)

AUTHORIZATION OF VOLUNTARY ALLOTMENT
FOR PAYMENT OF EMPLOYEE ASSOCIATION DUES



Federal Managers Association

Membership Application

UPON COMPLETION, THIS FORM BECOMES SUBJECT TO PROVISIONS OF THE PRIVACY ACT
PLEASE PRINT CLEARLY
*FOR PAYROLL DEDUCTION ONLY

Name of Employee	Badge No.	SSN
Home Address Including 9 Digit Zip Code (found on your driver's license)		
*Agency/Code/Department:		
Name of Employee Organization: Federal Managers Association Chapter 3 Norfolk Naval Shipyard P.O. Box 1232 Portsmouth, VA 23705		
I hereby authorize the above-named agency to deduct from my pay each pay period, \$7.00, the amount certified as the regular dues of the Federal Managers Association, Chapter 3, Norfolk Naval Shipyard and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted, which is certified by the above-named employee agency as a uniform change in its dues structure.		
Employee signature:	Date	Recruited By:
E Mail Address (work):	Phone #:	
E Mail Address (personal):		

- NEW CHAPTER MEMBER
- RETIRED MEMBER
(Annual dues for the Retired Member shall be submitted with this application)
- ADDRESS CHANGE

SECRETARY'S SIGNATURE _____ (Artisha Ballard)

Return completed form to whoever invited you or mail to:
Federal Managers Association Ch. 3
P.O. Box 1232
Portsmouth, VA 23705