



# FMA Chapter 3 News Norfolk Naval Shipyard

*Jan -Feb 2025*

## America's Shipyard



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***Newsletter Editor***  
***Past FMA President***  
***Andy Anderson***

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Association Web site*

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



## *From the President*



Good day FMA family!

I know it's been a while since I've written one of these, and thank you for your patience! I hope that this New Year has started in a great way for you! As you all know, things are a little rocky here at NNSY as well as the federal government as a whole, with the uncertainty of things going on since the inauguration. We will do our best to continue to fight for, advocate and be the voice for the federal workers, and also keep you all informed and updated on what we learn from our interactions. Our National President, Craig Carter, sent an immaculate letter to every desk in Congress, expressing our stance of the Executive Orders and the decisions that are being made. See that letter a little later on in this Newsletter.

In lighter news, our Chapter definitely ended the last year with a bang, because the annual FMA/NCMA/NAS Christmas Party was a success!! The theme this year was "Proud to Be an American: Red, White and Blue", and the attendees showed up and out with their creative outfits! We surely cut a rug with music from the DJ, had some delicious food, and played games with plenty of cash prizes! In January, we met back at Roger Brown's for our monthly meeting, where we discussed and voted on the coming year's budget. We also drew the names of two members to attend this year's National Convention in Alexandria, VA! For our guest speaker, we had none other than our very own Commanding Officer, Capt. Jip Mosman!! He gave us some great updates on how the shipyard has been progressing since his last FMA meeting appearance 18 months ago. He also gave us a peek into his future, and his plans after this term!

We have some upcoming outreach events coming up, as well as our 87th FMA National Conference happening in the last week of March. We will be heading to Capitol Hill to take the issues of our Federal Workers to them to hopefully get the ball rolling to work out resolutions! There also are nominations for Regional and National positions taking place, as well as training and Awards being given! This year is just getting started, and there is so much in store coming up! Looking forward to seeing you all at the upcoming meetings and events!

- Jeris A. Smith

Jeris A. Smith a.k.a. Six-Nine

IT Specialist (Code 109.42)

Federal Managers Association

Chapter 3 President

757-771-6673 (gov't cell), 757-553-5211 (personal cell)

## *From the FMA National President*



February 3, 2025

President Donald J. Trump  
The White House  
1600 Pennsylvania Avenue, NW  
Washington, DC 20500

Dear Mr. President,

I write on behalf of the managers, supervisors, and executives in the federal government whose interests are represented by the Federal Managers Association (FMA). We want to congratulate you on your return to the White House. As we did during your first term, we look forward to working with you and your administration.

Our mission at FMA is advocating excellence in public service. Those who enter the federal workforce often note a greater calling to serve their fellow Americans and their country. Managers on the frontlines of the noble agencies and departments that make up federal government are, and will continue to be, the primary leaders providing services to the American people.

Founded at the Washington Navy Yard in 1913, FMA is the oldest and largest professional nonprofit membership organization representing managers across the federal workforce. We work with legislators on both sides of the aisle empower federal managers. Our members come from more than forty different agencies and departments, including active and retired feds. FMA pushes for investment in federal employees, giving managers the tools they need to effectively operate, and securing policies to attract and retain the best and brightest to civil service.

### **Empowering Federal Managers**

Pursuant to those goals, FMA broadly supported many principles in Executive Order 13839, titled "[Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles](#)," which you issued in your first term. Specifically, we supported:

- Minimizing the burden on supervisors when addressing poor performers;
- The penalty for an instance of misconduct should be tailored to the facts and circumstances and not require progressive discipline;
- Disciplinary action should be calibrated to the specific facts and circumstances of each individual employee's situation; and,
- When taking disciplinary action, agencies should have discretion to take into account an employee's disciplinary record and past work record, including all past misconduct.

### **Extend Probationary Period**

FMA supports renewed action providing supervisors and managers these and other tools to address poor performers, provided they are consistent with merit-system principles. We also

support allowing federal agencies the flexibility to extend the probationary period for employees entering the civil service to two years from date of hire. Many federal agencies employ labor forces requiring specialized technical skills to carry out their duties. New employees must often master broad and complex procedures and policies to meet their agencies' missions, necessitating several months of formal training followed by long periods of on-the-job instruction. To ensure each manager and supervisor oversees a workforce that exhibits the abilities required to execute its objectives, lawmakers must afford federal agencies the latitude to extend the probationary period beyond the current length of only one year.

### **Hiring Reform**

We also support many of the ideas included in your Executive Order "[Reforming the Federal Hiring Process and Restoring Merit to Government Service](#)," including reducing time-to-hire, better communication with job applicants throughout the hiring process, and better utilization of technology in the hiring and selection process. We appreciate your leadership on these issues.

### **Schedule Policy/Career**

We also wish to voice due process concerns regarding the Executive Order creating Schedule Policy/Career, which turns many thousands of feds into at-will employees with limited protections. We at FMA know it is absolutely necessary to maintain a non-political civil service. A hallmark of America's civil service is the foundational, fundamental understanding that federal employees swear an oath to the Constitution and provide services to all Americans, regardless of political party. The federal government cannot function effectively without this nonpolitical civil service capable of preserving institutional memory and competence across administrations. We therefore adamantly oppose Schedule Policy/Career.

### **Telework**

We also have objections to the Return-to-Work Executive Order issued on January 20, 2025. Telework and remote work have been shown to be viable and sustainable options for many in the federal workforce, and should be continued. Many of the benefits of telework are well known, including a reduction of the federal footprint, environmental benefits from less commuters on the roads, and potentially increased productivity. We note there will always be jobs where telework simply is not an option – more than 53 percent of federal workers are not eligible to telework due to the nature of their jobs. One cannot turn a screwdriver on an aircraft carrier or work on classified documents from the couch in one's living room.

Given the flexibilities that technology allows us, it is critical that the federal government continue to adapt and take advantage of the opportunities telework provides. If done properly, telework can help the federal government compete in attracting the best and the brightest. FMA supports the Telework Reform Act (S. 82), sponsored by Sen. James Lankford (R-OK), which would collect important data, including expected cost savings and productivity outcomes related to remote work and telework. Importantly, it would also enhance training, monitoring, accountability, and reporting. Among its specific provisions, S. 82 would:

- Require telework and remote work agreements between employees and agencies be renewed on an annual basis, including a review of agency needs;
- Require employees to take telework training every year;
- Require biannual surveys on telework usage; and,
- Require an annual review of telework guidelines by the Office of Management and Budget (OMB).

We at FMA believe the provisions included in this legislation would strengthen telework to ensure positive outcomes for agency missions, federal employees, and most importantly, effective service for American taxpayers.

#### **Working Together**

Thank you for your consideration of the Federal Managers Association's views. We look forward to meeting with leaders of both OMB and OPM to facilitate communications and collaboration. If you have any questions, please contact FMA Director of Government and Public Affairs Greg Stanford at [gstanford@fedmanagers.org](mailto:gstanford@fedmanagers.org) or (703) 683-8700, ext. 104.

Sincerely,



Craig Carter  
National President



*Federal Managers Association*  
*Advocating Excellence in Public Service*

The Federal Managers Association, established in 1913, is the oldest and largest association representing the interests of the 200,000 managers, supervisors and executives serving in today's federal government.



*A Note from Steve  
On the lighter side*



## NNSY unexpectedly drawn into national Furby doll controversy

During the more than 10 years I've been writing a column for our shipyard's Federal Managers Association newsletter and the 70 or so articles I've written for it during this time, there's one story I never covered, until now.

In 1999, about six years into my 17 years as Norfolk Naval Shipyard's Public Affairs Officer, I dealt with an unlikely naval subject: Furbies. You might ask what a cuddly child's toy has to do with repairing naval vessels--a story that went nationally on March 4, 1999, when Cable News Network (CNN) aired the following headline: "Is Furby a lovable, furry toy or dangerous, high-tech spy?" NNSY was mentioned prominently in this story. Referring to the CNN story, even Jay Leno, surprisingly, talked about the NNSY-Furby controversy on his national late-night Tonight television show.

This CNN story quoted an internal email that was circulating throughout our shipyard that noted the popular bug-eyed Furby is banned unless the commander approves otherwise. This story went on to point out, quoting me, "The Navy has no official regulations regarding Furby, which can record speech and play it back. Yet, the Navy does prohibit personal recording devices in Naval installations in the Hampton Roads area, which encompasses much of the south Virginia Coast." A couple of months before this story broke, the National Security Agency (NSA) had banned Furbies from its Fort Meade, Maryland, headquarters because it thought these dolls had surveillance and recording capabilities.



CNN had followed up the NNSY story from one that appeared the day before, on March 3, 1999, in the Virginian-Pilot newspaper, a story introduced by the headline, “The Navy thinks that Furby could know too much.”

In this Virginian-Pilot story I was quoted and said again, “The Navy has no official policy regarding Furby dolls in the work place. It depends on specific facility instructions regarding the use of personal recording devices. In terms of the Norfolk Naval Shipyard, personal recording devices are not permitted in certain restricted areas.” And in a follow-up Virginian-Pilot story the next day, the company that made Furby denied its product was a recording device and said it wasn’t a threat to national security.

According to its manufacturer, Furby speaks “Furbish,” a fantasy language, and English, in which all vocabulary is pre-programmed. Of course, the manufacturer enjoyed the free national publicity and offered to send me a free Furby to see its limitations for myself. But I declined politely, because I thought that would be a conflict of interest, although I was curious what “Furbish” sounded like.

Having survived the fallout from the Furby issue, little did I know that about a year later I’d be dealing with another negative national story involving NNSY—the feral cat controversy. But that’s a story possibly for a future column.

**Steve Milner**  
**Past PAO NNSY**

CUI (when filled in)  
 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 (required for payroll deduction only)
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, \$10.00, 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):		Work Phone:
E Mail Address (personal): <small>FOR NATIONAL OFFICE USE</small>		Personal Phone:

- |   |  |
|---|--|
| <input type="checkbox"/> NEW CHAPTER MEMBER | <input type="checkbox"/> RETIRED MEMBER  |
| <input type="checkbox"/> ASSOCIATE MEMBER   | <small>(Annual dues for the Retired Member shall be submitted with this application)</small> |
| <input type="checkbox"/> ADDRESS CHANGE     | <input type="checkbox"/> LIFETIME MEMBER <small>(One-time payment)</small>                   |

Financial Secretary Signature: \_\_\_\_\_

Return completed form to whoever invited you or mail to:

Federal Managers Association Ch. 3  
 P.O. Box 1232  
 Portsmouth, VA 23705  
 CUI (when filled in)

Controlled by: Norfolk Naval Shipyard Controlled by: DDI (CL&S) INFOSEC CUI Category(ies): PRVCY Limited Dissemination: FEDCON POC:
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# Federal Managers Association

## *Advocating Excellence in Public Service*

The Federal Managers Association, established in 1913, is the oldest and largest association representing the interests of the 200,000 managers, supervisors and executives serving in today's federal government.

The Federal Managers Association is the only professional association advocating for all federal managers, supervisors and executives

Your pay, retirement benefits, and job are being targeted. We fight to protect what you have earned.

We advocate for legislation that helps our members by meeting with decision makers, testifying before Congress, briefing legislators, crafting legislation, and mobilizing our members to fight for good government policies.

FMA provides members training for both grassroots action and general skills improvement, helping you become a stronger leader and creating opportunities for advancement.

*If you are not a member Look us up and become a member today:*

*<https://www.fedmanagers.org/>*



# Federal Manager's Association Chapter 3

## Norfolk Naval Shipyard

### Calendar 2025



National President – Craig Carter .....c: 757-646-9613  
 fmacraig3@gmail.com.....  
 Regional President – Jason Rossman .....c: 757-589-1521  
 jason.s.rossman.civ@us.navy.mil.....

#### 2025 Board Members

President – Jeris Smith .....c: 757-553-5211  
 jeris.a.smith.civ@us.navy.mil.....  
 Vice-President - Desiree Manley.....c: 757-650-1780  
 desiree.i.manley.civ@us.navy.mil.....  
 Treasurer – Kelly A. Brownson.....c: 757-412-7446  
 kelly.a.brownson.civ@us.navy.mil.....  
 Recording Secretary/Region 2 Vice Director – Sabrina A. Peet.....  
 sabrina.a.peet.civ@us.navy.mil.....work/c: 757-621-5754  
 Financial Secretary – Larry Williams .....c: 757-576-0518  
 larry.c.williams1.civ@us.navy.mil.....  
 Legislative Secretary – Jonathan Echols .....c: 757-374-4529  
 jonathan.j.echols.civ@us.navy.mil.....  
 Trustee (2026) – Artisha Torrence.....c: 757-394-2071  
 artisha.i.torrence@hud.gov.....  
 Trustee (2027) – Anthony Britton.....c: 757-636-2798  
 anthony.d.britton3.civ@us.navy.mil.....  
 Trustee (2028) – Blake Kalaikai.....c: 757-576-0518  
 Blake.m.kalaikai.civ@us.navy.mil.....  
 Sgt. At Arms – Forrest Lilly.....c: 757-439-5123  
 Retiree Representative .....  
 Margaret Magruder .....c: 757-621-2334  
 mb.mcgruder@verizon.net.....

**FMA National Office** .....703-683-8700  
 1641 Prince St., Alexandria VA 22314 .....www.fedmanagers.org  
**FMA NNSY Office** .....757-396-7133  
 Building 32

#### 119th Congressional Representatives

**Senate:**  
 Mark Warner – (D-VA) .....www.warner.senate.gov  
 Tim Kaine – (D-VA).....www.kaine.senate.gov  
 Thom Tillis – (R-NC) .....www.tillis.senate.gov  
 Ted Budd – (R-NC) .....www.budd.senate.gov

**House:**  
 1st Robert Wittman – (R-VA).....www.wittman.house.gov  
 2nd Jennifer Kiggans – (D-VA).....www.kiggans.house.gov  
 3rd Robert Scott – (D-VA).....www.scott.house.gov  
 4th Jennifer McClellan – (D-VA).....www.mclellan.house.gov  
 1st Donald G. Davis – (D-NC).....www.dondavis.house.gov  
 3rd Greg Murphy – (R-NC).....www.murphy.house.gov

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Regular Monthly Meetings

Paydays

Holidays

Saturdays, Sundays and (Non-Work)