

FEDERAL MANAGERS ASSOCIATION



Chapter 19

A NEW BEGINNING

Vol 2-07

NEWSLETTER

2nd QTR 2007

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For the latest information visit the Chapter 19 website www.fmachapter19.org

For suggestions to improve the newsletter, please contact Layne Luke at 473-9398



President's New Year Message

As the shipyard prepares for the journey into it's second hundred years of existence, one of the most profound changes will be the transition into a learning organization.

No other change has as great a potential to improve shipyard performance and subsequent sustainability.

The momentum is growing for this initiative and our entire management team needs to be aware of and engaged with the effort.

The shipyard's Middle Management Group which launched the transformation is expanding in numbers and influence.

If you wish to be a part of this exciting endeavor please contact one of the following team leaders and get involved.

Learning Organization Steering Group- Ryan Ongie / Creighton Chang

Teamwork- Warren Naai

Motivation- Russell Kong

Problem Investigation - Rick Dung

Communication- Bill Sullivan / Mike Raymond

Mentoring- Eddie Han

Suggested Reading:

The Fifth Discipline

The Fifth Discipline Audio CD

The Fifth Discipline Fieldbook

The Code 1145 learning center has a limited number of copies for loan.

Please contact Desirae Vargas or Andrea McClendon to borrow a copy.

Wayne

Membership Drive

Lets keep the drive going by contacting potential new members and contact Brendan if you need a recruitment packet. Also, please volunteer to become an area coordinator to help contact potential members in your area.

A New Beginning!

MAHALO to the Chapter 19 members who organized the successful Shipyard Luau on Friday, 16 March 07. The festivities began with short speeches from CAPT Cameilo, Mr. Kenny, Bob Myers, Joe Mendonsa, NSA President Eddie Han, FMA Vice President Kino McClellan and MTC President Matt Hamilton. Several prominent guests also attended, Mr. John James, Ms. Sharon Smoot and Mr. Steve Schultze from NAVSEA 04X, Mr. William Ryzewic from Pacific Fleet, and our next CAPT Thomas from Portsmouth Naval Shipyard and our next shipyard commander. The food was ono and the music was outstanding.

Thanks again to these volunteers-
Greg Ng/Wayne Wilcox Luau Coordinators

Food Preparation- Herb Farm/Kimo McClellan Lead
 Varney Range Mercy Kealoha Clyde Masaki
 Walter Hiu Henry Keanini Brendan Cravalho



Hibachi Food- Wayson Vannatta/
 Bill Sullivan Lead
 Gilbert Ferreira Mike Pia
 Ross Kishinami Marshal Fergerstrom
 Stanley Kajioka Chris Aona Terry Yonashiro Aris Ufano
 Vincent Kapoi Henry Mata
 Derek Ragragola Leslie Jong
 Gilbert Ferreira Duane Kuni
 Darryl Toyama Kevin Liborio
 Marshal Fergerstrom,
 Michael Saballa

Anthony Domingo, Collette Soong, Thomas Sawyer, Thomas Shimizu, Earl Maeda, Jerry Eagles, Katherine



Catered Food Items- Clem Lopez/
 Wayne Wilcox Lead

Pot Washing- Kevin Liborio Lead
 Eric Hansen Patrick Morrissey



Bands- Nathan Lorenzo Lead
 Live & Direct- Chadwick Saffery, Zachary Kaliko, Greg, Wes, Kealoha
 Mount Keala- Kiki, Darren, Makapuu, Leslie
 Soul Free- Kaniala, Cassie, Van, Sterling, Kealoha, Manu, Kainoa Travis

Serving Line- Donna Leu Lead

Arana Kawakami
 Davilee Kahana
 Herbie Love
 Kristi Kawakami
 Anna Tanaka
 Charlene Fukushima
 Majella Stevenson
 Sharon Smoot

Thora Theisen
 Helen Nagasako
 Beverly Higa
 Carolyn Kaahanui
 Tavarez Whitley
 Freeman Correa
 Mercy Kealoha
 John James

Kanoe Makaena
 Deane Shimizu
 Ellen Takamori
 Kolea Maielua
 Debra Nagasako
 Randy Sawyer
 Donna Leu
 Hokulani Leong-Fisher

Sarah Liborio
 Leah Adaniya
 Anna Tanaka
 Kathleen Ancong
 Allyn Lai
 Kaipo Crowell
 Mary Ryzewic

Vicky Ahquin
 Traci Ono
 Cordia Miyamoto-Kelton
 Constance Collins
 Nga Fee
 Cong Ma
 Debbie Vitale



Beverage Crew- Lloyd Fujimoto Lead

Gene Armacost Paul Gomes
 Brad Mayural Scott Sandin
 Layne Luke Jean Cuaresma
 Alan Ishida Melton Nasu
 Federico Kobuke Jeff Long
 Edith Harada



Cleanup Crew- Kaipo Punahale Lead

Herbie Love Dave Stock



69TH ANNUAL NATIONAL CONVENTION HAILED AS ONE OF FMA'S BEST!

Members of the **Federal Managers Association** (FMA) from across the country (including Chapter 19's Wayne Wilcox, John Priolo, Lloyd Fujimoto, Eileen Wong, Layne Luke, Mike Fitzgerald (NAVFAC) and Scott Shimizu (NSWC Detachment Pearl) came together the week of March 26th in Crystal City, Virginia for FMA's 69th annual National Convention & Management Training Seminar. This year's Convention theme, *Investing in America's Workforce from Generation to Generation*, provoked practical discussion on mentorship, succession planning and bridging the generation gap within the federal workforce.

Keynote speaker Senator **Daniel Akaka** (D-Haw.) kicked off the event, thanking the group for their dedication to public service. The Senator then spoke of new initiatives in Congress affecting federal employees, as well as his new management training bill, the Federal Supervisor Training Act (**S. 967**).

The remainder of the first day focused on internal business including dialogue on membership and association priorities. FMA National Vice President **Jim Mahlmann** and FMA National Treasurer **Sherie Lewis** were unanimously reelected to serve another two years in those positions.

On Tuesday, March 27th, FMA presented a Management Training Seminar, *Cultivating Today's Talent, Building Tomorrow's Leaders*, featuring workshops on mentorship, talent management, telecommuting, and bridging the generation gap. In the morning, **Daniel Martinage**, The Association CoachTM, spoke on the coach approach to mentoring – a two-way relationship built on sharing information and experience and modeling best practices. Following **Martinage**, **Clay Johnson**, Deputy Director for Management at the **White House Office of Management and Budget**, **Max Stier**, President of the **Partnership for Public Service** and **Cameron Kennedy** from **McKinsey & Company** shared their ideas on hiring and talent optimization within the federal government. This panel in particular gathered strong interest from the managers in the audience, as they are faced with recruitment and retention at their agencies day in and day out.

In the afternoon, the **Telework Exchange** organized an esteemed panel of experts on various facets of telework and management, and particularly addressing the challenges involved when managing a telecommuting employee. **Steve O'Keeffe**, President of the Telework Exchange, **Jack Penkoske**, Director for Manpower, Personnel and Security for the **Defense Information Services Agency** and **Kathy Kadilak**, a retired federal manager from the **Department of Justice** participated in the panel. Wrapping up the day was **Jeffrey Vargas** and **Sean Clayton** from the group **13L** on bridging the generation gap in management. The interactive session generated great energy from the delegates.

Wednesday was the Day on the Hill, which is covered by another article below.

On Thursday morning, the **Office of Personnel Management** Director **Linda Springer** opened the day with a closing keynote speech before a half-day retirement training seminar. She spoke of the human capital challenges facing federal agencies and the need for managers and supervisors to receive adequate training. She then entertained a number of questions from the audience relating to technology challenges to dealing with employee's abuse of leave.

Following Director Spring, **Judy Snow** of **Snow-Cap Agency, Inc.** presented the Convention with a retirement training seminar that informed members what they need to do as federal employees to prepare for

retirement. At the awards luncheon following the retirement training seminar, **Malcolm Gaskin** of the **BlueCross BlueShield Association Federal Employee Program** gave a tutorial on Medicare Part B coverage as part of an employee's retirement plan.

At the awards luncheon, **FMA National President Darryl Perkinson** and National Secretary **Richard Oppedisano** honored the three recipients of the association's three most prestigious awards:

- **Chapter 275, SSA ODAR** – The President's Award for outstanding Chapter
- **Leonard Lew, Zone 7 President** – The O'Dell Green Award for outstanding General Executive Board Member; and,
- **John Priolo, Chapter 19** - The Gil Guidry winner for outstanding Chapter President;

Day on the Hill, 28 March 2007

On this years day on the hill, we first met with Congressman Neil Abercrombie who was very passionate about our issues, especially our funding shortfalls. We then met with Congresswomen Mazie Hirono's office (Mazie was is session voting) , followed by Senator Dan Inouye who allowed us to meet with him in his office close to the senate floor. We visited Senator Akaka last and he was happy to see and thanked us for FMAs support during the last election. Later that evening we were fortunate to be able to meet with Neil Abercrombie and Mazie Hirono. All of our congressionals took the time to understand out issues and will do what they can to support us.

The following issues were brought up and discussed with our congressionals, Shipyard FY 2007 Maintenance Shortfalls of \$ 21 million, no Military Construction Projects programmed for 06-08, Need for Continued Workforce Revitalization (apprentice program and leadership training), NSPS Implementation concerns, Locality Pay as part of COLA, additional Los Angeles Submarine Class Inactivation assignments to PHNSY & IMF, Workload in the Out Years (2008 and beyond), NAVSEA-NUWC DET PACIFIC issues- Renovation of buildings on Ford Island (\$3.3million), and Active Sonar Acoustic Analysis And Mitigation System (\$3.9 million).



FMA 2007 Gilbert N. Guidry Memorial Award

This year, Chapter 19's own, John Priolo won the Gil Guidry award at the National Convention. This award is presented to the outstanding FMA chapter president in memory of Gilbert Guidry, President of Chapter 4, Philadelphia Naval Shipyard, whose leadership represents the finest tradition to the United States of America and to principles of the FMA.



Locality Pay Update based on information obtained during the Federal Managers Association National Convention.

Wednesday, 28 March 2007:

This was our Day on the Hill. We met for a hour with Senator Akaka at his office in the Hart Senate Building. In his opening remarks Senator Akaka mentioned that while there was no full consensus among federal employees concerning the phase out of COLA and phase in of Locality Pay the Hawaii Congressional delegation has been questioned by other members of Congress over the need to keep COLA. John Priolo pointed out to the Senator that the Hawaii State Legislature, FMA and NARFE had all passed resolutions in support of Locality Pay and that the Executive Director of the Honolulu Federal Executive Board was also in support. A consensus was building in support of a proposal in the President's 2008 Budget message to have OPM phase out COLA and phase in Locality pay over several years. John emphasized that the process developed by OPM should not harm any current employees, provide due consideration for those retired since the implementation of FEPCA, and be provided to FMA for comment.

Thursday, 29 March 2007:

OPM Director Linda Springer was the first speaker the final day of the FMA Convention. At the conclusion of her presentation John Priolo reminded her that Hawaii and Alaska and the Territories did not receive Locality Pay and that a line item in the President's proposed 2008 Budget directed OPM to develop a process to phase out COLA and phase in Locality Pay over several years. John asked her to assure that as the process was developed there would be no harm to current employees, due consideration would be given to retired personnel and FMA would have an opportunity to comment. John followed up with an email to Linda Springer reminder her of the issues discussed at the convention and Linda acknowledged the understanding of the issues.

Middle Management Group

We were privileged to have several members of the Shipyard’s Middle Management Group brief the Learning Organization at our May 24 general membership meeting. Ryan Ongie and Creighton Chang explained concepts of the Learning Organization and the teams established to put these concepts in place here at our shipyard. Warren Naai briefed that status of the Teamwork Team, Ryan briefed the Motivation and Problem Investigation Teams, Mike Raymond briefed the Communication Team and challenged FMA member to join in and be part of the solution and last but not least, Eddie Han the Plan to increase Mentoring two at a time, starting with Superintendents. When asked what the Learning Organization was, Mike Raymond explained, from the fifth discipline: The art and practice of a learning Organization, simply put..... A learning organization is a group of people continuing to enhance their capability to create what they truly want to create.



Fraud Alert

A long time member of the Pearl Harbor Federal Credit Union recently received an e-mail with the PHFCU and NCUA logos stating that they were selected for a random audit. They asked them to submit their card number and other account information. Instead they called PHFCU and was told that this was a SCAM. Financial institutions never ask for personal or account information via e-mail. They were also asked to send the e-mail to them and then delete it. If you ever get as similar e-mail or even a telephone call from someone pretending to represent a financial institution asking for personal or account information do not provide them any information and call the financial institution. You have worked too hard to allow some SCAM artist to steal your money.

Next General Meeting

Date: Thursday, 28, June 07
 Time: Doors open at 1530
 Place: Ho’aloha Room
 Shipyard Cafeteria
 Cost: Food/refreshments
 are available for \$2

Upcoming Events

31 May FEB Awards Lunch
 22 June CO Change of Command
 14 July Fishing Tournament

BOARD MEMBERS		
Wayne Wilcox	President	473-8000 x9148
Kimo McClellan	1 st Vice President	473-8000 x3779
Clem Lopez	2 nd Vice President	473-8000 x9250
Layne Luke	3 rd Vice President	473-8000 x9398
Ileen Wong	Treasurer	259-7311
John Priolo	Recording Secretary	455-7331
Lloyd Fujimoto	Corresponding Secretary	473-8000 x3101
Michael Pia	Sergeant-at-Arms	577-0322
Brendan Cravalho	Director	473-8000 x3794
Henry Keanini	Director	368-0331
Kaipo Punahale	Director	473-8000 x2388
Thora Theisen	Director	473-8000 x3018
Brad Mayural	Director	473-8000 x4326
Owen Okumura	Director	577-0808

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Address correction requested