Congratulations 2020 Graduates

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A NOTE FROM OUR PRESIDENT
Passing the Torch; Leading the Way

“People often ask me at this age, “Who am I passing the torch to?” First of all, I’m not giving up my torch, thank you! I’m using my torch to light other people’s torches … If we each have a torch, there’s a lot more light.
-Gloria Steinem

As we reach this historic milestone in our nation’s history, I am excited to offer you this personal invitation to register for the Virtual Leadership Summit (VLS). Federally Employed Women (FEW) is the organization of choice in leadership, equity and diversity for government employees. While the COVID-19 pandemic has hit an alarming milestone, FEW is still here working to connect, inform and inspire you through training and growth for advancement in your career. We offer this unique opportunity to invest in yourself. Take time to view our catalog and register for our premier training as we begin “Passing the Torch and Leading the Way.”

As safety is our priority, so is training!

That’s why FEW has made this training program about “Passing the Torch and Leading the Way.” We are preparing a 100% online training event. The VLS is a full-week of over 100 professional development training courses with no per diem cost and no travel dollars to you. It is all about training in the safety of your personal location. No other program can compare to this highly skill-based content and instructor-led training to meet the purpose of our mission.

The National Board of Directors and I are enthused and excited to share several after-hour internal programs that you will have an opportunity to witness. First, join us for our annual Membership Meeting and hear from the Board of Directors as they present their closing 2018 – 2020 term of office report and share the variety of activities and events to sustain the mission of FEW. Second, we will present our sensational 2020 Annual Awards Program celebrating the achievements of our FEW Chapters, Regions and Military awards and scholarship winners. Third, FEW will officially commemorate the centennial anniversary of the Passage of the 19th Amendment granting women the right to vote with our keynote speaker, Ms. Anna Laymon, Executive Director of the Women’s Suffrage Centennial Commission (WSCC). She will discuss the great milestone of the suffrage movement 100 years ago and their work to pass the torch by winning the right for women to vote, so we can lead the way through our voice. Finally, join us for the Installation Program of the 2020–2022 National Board of Directors as they share their goals towards the mission and advancement of women in the government.

The VLS will be transformational for attendees who participate. We can only benefit from successful leaders when they take the time to light your torch to add greater contributions in diversity, equity and inclusion. Training is never an option; it’s mandatory to stay on top of the ever changing demands of the workforce. Join us for the VLS and establish new skills within yourself. Visit www.few.org to register.

You won’t want to miss this opportunity.

FEW stands in solidarity against injustice, discrimination, and violence of any kind. We are reminded that “Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.” Martin Luther King Jr.

Submitted by Karen M. Rainey
National President
Federally Employed Women

“Soaring To New Heights

Working for the advancement of women in the government.
Virtual Leadership Summit

The 2020 Virtual Leadership Summit Committee is working diligently to bring you an awesome National Training Program (NTP) virtually. We started planning immediately following the equally awesome time we had in Philadelphia in 2019.

Just like an in-person NTP, this virtual summit is designed to allow you to choose classes from a specific topic area with ease; however, you may choose any classes offered inside or outside the track. The courses will give you the ability to select training to enhance your career and to build on the skills you already possess to achieve positive progress in your workplace.

Although we will all miss having interaction with members and potential new members during the virtual summit, everyone will receive the same great training FEW has delivered for the past (52) years.

Be the next in line to receive the torch of learning as we pass YOU the torch and lead the way!

Submitted by Bernice Waller
National Communications Chair
Federally Employed Women

A FEW Good Men Webinar

In honor of Father’s Day, FEW acknowledges the valuable voice of men from FEW who support the mission and support diversity, equity and inclusion for all!

Join us on Thursday, June 18, 2020 at 12:00 p.m. (noon) Eastern Time. Stay tuned to your email for webinar instructions.

Bylaws Vote Announcement

In accordance with Federally Employed Women’s National Bylaws, Article XVI - AMENDMENTS, this serves as official notice that we will be holding an electronic vote on the proposed amendments (National Bylaws Revision Table linked here) to the National Bylaws. (Please note: You must be logged in to view)

The ballots will provide the current bylaws language, the proposed amendment, a rationale for the change and whether or not the Executive Committee endorsed the proposed amendment or not. The ballots will be sent out on July 6, 2020. If you have any questions please feel free to contact me at Bylaws@FEW.org.

Submitted by Regine Williams
National Bylaws Chair
Federally Employed Women
Tips for a More Productive and Comfortable Way to Telework

I know we are in unprecedented times when a majority of us are still 100% working from home. I don’t know about you, but I find it difficult to sit for a long period of time. And now I find myself sitting in the same chair for hours at a time in front of my laptop and computer screen!

I want to share with you some tips I’ve found for a more productive and comfortable way to telework. They surely help me:

• Change your posture frequently – this is so important. Make sure you move every 30 minutes for at least two to three minutes.

• Pay attention to overall posture. Sit up straight and relax your shoulders.

• Ensure that your chair supports your upper and lower back and is adjusted to the correct height (feet flat to the floor, the back of your thighs should not feel pressure).

• Create a routine to prepare for work in the morning and put yourself in the right frame of mind (boost your morale!).

• Make sure that you have dedicated workspaces. If possible, have multiple places to work (movement from space to space will prevent fatigue and encourage blood flow). I find myself walking with my laptop to all areas of my home.

• Walk outside in the front or back yard periodically to get fresh air. It’s important that you take your well-deserved lunch breaks (don’t forget your mask).

• Move frequently – do not continue to sit in the exact same spot. Be fidgety and change positions often.

• Stretch periodically. This will actually make you more productive, encourage blood flow, wake up your body and keep muscles loose.

Good luck!

Submitted by Cynthia Dunn
Director
TE/GE, Equity, Diversity and Inclusion (EDI)
Washington, DC

Red River Stars Chapter Scholarships

The FEW Red River Stars Chapter 464 is awarding three scholarships to the following individuals for the 2019-2020 school year:

Lauren Anderson, Wichita Falls High School will attend Lubbock Christian University.
Brayden Lawson, Iowa Park High School will attend Vernon College.
Joshua Gates, City View High School will attend North Central Texas College.

Due to the Coronavirus this spring, it has been an interesting submission period for the high schools and I am happy that some were able to submit their applications before they were sent home for the rest of this school year. We are organizing a presentation for these students around the middle of June, which is different from the way we have done it in past years. Each student will be given a letter of acceptance as well as a certificate. All funds are sent to the recipient’s school that they will be attending.

Submitted by Patricia A. Cunningham
Scholarship Chairman
Federally Employed Women

North Alabama Chapter Feeds Frontline Heroes during COVID-19

As we continue to journey our way through the COVID-19 pandemic, the North Alabama Chapter showed love and support to local healthcare heroes by providing acts of kindness. Little Caesar’s pizzas were delivered to essential health care personnel in the Emergency Room Department and COVID-19 units at Huntsville Hospital and Crestwood Medical Center. Because visitors were not allowed in the hospitals, coordination was made with the Marketing Directors at each hospital. Both Directors were very appreciative of the effort and expressed gratitude on behalf of their medical staff. We are all in this together!

Submitted by Carla Hamilton
North Alabama Chapter President
Federally Employed Women
Space Coast Chapter Celebrates 50 Years

The Space Coast Chapter was the 9th FEW chapter, chartered on July 12, 1970. So much has happened in that time, both as a chapter and in the USA. We implemented many changes at Kennedy Space Center to benefit women’s upward mobility. College courses were held on site, and we initiated programs such as Specialty Training for Entry-Level Professionals (STEP) to help women move out of the clerical fields. In 1978 we began providing off-site training programs for women to help develop their careers.

In 1998 the financial state of FEW was low, so Space Coast Chapter took a big leap of faith and bid for the 2002 NTP in Orlando, Florida. We put on a highly successful NTP using only Space Coast Chapter members and great support from NASA. All the planning was done by our Chapter and proved to be very profitable for National, the SE Region and our Chapter. This was the last NTP to use all volunteers from a Region.

Our members have served on committees and as officers at Region and National levels over the years. We continue to support local county and environmental programs. Most recently we supported FEW National at their Executive Committee meeting to partner and assist the Brevard School Foundation in providing much need supplies for students and teachers.

I believe all Space Coast Chapter members can honestly say that being a member of FEW and our Chapter has been of great benefit to them by enhancing their careers, helping them in their personal lives and has created a close network of “sisterhood.”

Happy Anniversary Space Coast Chapter 009! This picture below is from our 40th Anniversary; the last time we were able to get most of the past presidents of the Chapter together.

Submitted by Clara Anderson
Space Coast Chapter

Front row left to right: Betty Hudick, Millie King, Mae Walterhouse Morris, Kay Morrison Whittimore, Edna Shannon. Top row Joan Fosdick, Clara Anderson, Karin Biega, Pam Steel, Carol Schiller, Lou Price, Becky Fasulo, Zoa Dodd, Vickie Hall and Jean Grenville.

6 Ways Companies Can Mitigate Telework Risks During COVID-19

By Jeremy Feigelson, Avi Gesser, Jyotin Hamid, Tricia Sherno, and Brooke Willig

Workplaces are changing rapidly in response to COVID-19 in order to ensure the health and safety of companies’ employees, clients and communities while sustaining the core business. One key development has been a surge in remote work arrangements, with the aim of limiting and slowing transmission of the virus through social distancing.

Remote work arrangements can thus provide a useful tool to limit COVID-19 risk — but they can also pose legal risks or challenges to which companies should stay alert. Government agencies have begun actively encouraging...
employers to develop remote work policies and programs. For instance, in its Interim Guidance for Businesses and Employers, the Centers for Disease Control and Prevention expressly asks employers to explore "policies and practices, such as flexible worksites (e.g., telecommuting) ... to increase the physical distance among employees."

Similarly, the Occupational Safety and Health Administration’s Guidance on Preparing Workplaces for COVID-19 recommends "[m]inimizing contact among workers, clients and customers" by means of "virtual communications and implementing telework if feasible."

The U.S. Department of Labor has likewise made clear that employers "may encourage or require employees to telework as an infection-control strategy," and the U.S. Equal Employment Opportunity Commission has agreed that "[t]elework is an effective infection-control strategy."

Companies confronting COVID-19 are thus strongly encouraged to consider promoting or facilitating remote work arrangements where possible. In doing so, however, they should stay mindful of certain legal risks and challenges posed by teleworking programs, particularly when implementing new policies quickly or for workplaces unfamiliar with remote work. Below are a few key reminders and practice points for developing remote work arrangements:

1. **Be mindful of discrimination risks.**

A remote work policy cannot treat employees differently on the basis of any protected characteristic, such as age, disability or perceived disability status, or national origin. Federal, state and local laws against discrimination in employment remain in full effect, so employers should not, for instance, ask only those over a certain age, those with preexisting conditions or those from certain countries to work from home.

Employers should also ensure that employees receive any necessary reasonable accommodations in accordance with the Americans with Disabilities Act as the nature of the workplace changes and employees are asked to contend with new technologies. For example, it is possible that disabled employees may require special equipment or technology at home in order to continue to perform the essential functions of the job.

More generally, employers should keep in mind the stresses faced by employees during uncertain times and the potential for stressful situations to negatively affect a company’s culture and morale. Employers should stay attuned to workplace

**FEW Women’s Health: Domestic Violence Awareness**

On average, nearly 20 people per minute are physically abused by an intimate partner in the United States. Domestic violence, otherwise known as intimate partner violence is defined by the National Domestic Violence Hotline as, “a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship.” Domestic violence isn’t just physical abuse. It can be characterized as any tactics used by a partner in order to keep control including:

- Threats and intimidation
- Humiliation in private or public
- Economic abuse such as restricting access to family income
- Emotional and sexual abuse
- Isolation from friends and family

It can sometimes be difficult to tell if you or a loved one are a victim of domestic violence. These patterns of behavior might not be prevalent at the beginning of a relationship and tend to intensify as the relationship grows. It is easy for a relationship to appear perfectly healthy on the outside, which is why it is imperative to know the warning signs.

According to NCADV, on a typical day, there are more than 20,000 phone calls placed to domestic violence hotlines nationwide. Millions of men and women of every demographic are affected by domestic violence and a lot of these cases go unreported. If you or someone you know has been affected, visit the National Domestic Violence Hotline for resources and support.

Additional Resources/Sources:
- [https://ncadv.org/statistics](https://ncadv.org/statistics)
- [Break the Cycle](https://breakthe.org)

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**Domestic and Intimate Partner**

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dynamics even when some or all of the employees are working remotely to make sure that employees are continuing to treat each other with respect and are not taking actions based on cultural biases or stereotypes.

It will be important to foster a sense of community while teleworking and to affirmatively promote the company’s policies against discrimination and harassment, such as by holding regular teleconferences, sending out periodic email reminders of the company’s commitment to a safe and respectful workplace, and encouraging supervisors to regularly check in with workers.

2. Manage timekeeping and overtime risks.
As with laws against discrimination, employers must continue to follow the wage and hour laws. In particular, for nonexempt employees who work remotely, their remote work is still considered "hours worked" for purposes of wage and hour requirements like overtime and minimum wage. Employers must thus make sure that nonexempt remote workers accurately record their time worked in the absence of usual clock in and clock out procedures.

Employers can use a number of different tools for maintaining appropriate timekeeping for nonexempt employees, including electronic time sheets, documenting hours via personal or group spreadsheet, or asking employees to email managers when they clock in and out.

Whichever system is used, managers will need to be diligent about reminding employees that the same timekeeping policies apply, such as by sending out an email reiterating the policies and telling employees to sign off if they are sending emails after hours or otherwise working unauthorized overtime. Employers should also closely monitor the reporting of hours worked to make sure that their remote timekeeping system is effective, and employees are not reporting incorrect times (e.g., simply listing 9 a.m. and 5 p.m. every day).

3. Remember employee expense and equipment reimbursements.
Once employees are working remotely, they may in certain states be eligible for reimbursement for cell phone, internet or equipment used in furtherance of the employer’s business.

In California, for instance, courts have required employers to reimburse a reasonable percentage of employees’ phone bills and internet bills when they use their devices for work, even if those employees have unlimited phone or data plans and incur no additional expenses as a result of the work usage. Additional states with expense reimbursement laws include Illinois, New Hampshire, Massachusetts, Pennsylvania, Washington, D.C., and others.

Employers in these jurisdictions — and elsewhere — may want to consider the expenses they now expect employees to incur while teleworking and assess what reasonable reimbursement amount should be paid to employees.

4. Take cyber risks seriously.
With more remote work comes more opportunities for business disruptions from technological glitches. First and foremost, companies should make sure that they can handle the remote capacity expected from new remote work arrangements, such as by running tests where employees log on simultaneously before implementing full-scale teleworking. Similarly, employers should try to anticipate the additional burdens on information technology resources and staff and provide support as needed.

Companies should also be alert to potential cybersecurity risks. Be on the lookout for coronavirus phishing scams — like fake CDC updates or IT alerts — and make sure that legitimate mass emails to employees do not look like or get discarded as phishing emails. Employers may also want to consider investing in secure video or telephone conferencing systems and checking with vendors to ensure that they are prepared against cybersecurity threats.[5]

5. Protect confidential information.
Working outside the office may mean that trade secrets or sensitive business information also have traveled outside the office. Employers should make sure that employees are aware of company policies on confidential information and

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6 Ways Companies Can Mitigate Telework Risks During COVID-19
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information security and, in particular, are aware of how those policies play out in a remote work setting.

For instance, employers should make clear to employees what physical items are acceptable to be taken from the workplace and what precautions should be taken for confidential documents and information, such as keeping them out of public spaces or maintaining a folder or box for documents that need to be disposed of securely. Where companies require protected remote access, they should remind employees of that requirement and reinforce prohibitions on workarounds that may become more attractive during a prolonged period of teleworking.

6. Consider the effects on all aspects of the business.
Remote working can have an impact on all aspects of a business, so employers should think broadly and critically about how telework may affect normal business functions, including hiring, discipline and terminations. For instance, if hiring new employees during a period of remote work, employers should remember that the I-9 rules require an employer to review original identity and work authorization documents in the physical presence of the employee within three days of onboarding.

Employers may, however, designate an individual to serve as an agent for the in-person review of the documentation, so employers may want to consider a protocol for designating an agent to ensure the I-9 process is compliant. Similarly, employers will want to consider how to continue with training, feedback and discipline functions and will need to seriously consider how to handle any necessary terminations during the period of remote work.


Jeremy Feigelson is a partner and co-chair of the cybersecurity and data privacy practice at Debevoise & Plimpton LLP. Avi Gesser and Jyotin Hamid are partners, Tricia Bozyk Sherno is counsel, and Brooke J. Willig is an associate at the firm.

The opinions expressed are those of the author(s) and do not necessarily reflect the views of the firm, its clients, or Portfolio Media Inc., or any of its or their respective affiliates. This article is for general information purposes and is not intended to be and should not be taken as legal advice.

Are you Empowering or Undermining Others?
By The Colonel’s Daughter Lauren Schieffer, CSP, Keynote Speaker, Author, Facilitator, Supporter of FEW

“Blowing out someone else’s candle won’t make yours shine any brighter, kiddo.”

- The Colonel

It’s important to understand that there is a difference between self-confidence and self-esteem. Self-confidence tells you that you can do a particular task well. It tells you that you are capable. Self-esteem, on the other hand, tells you that you have value because you exist, and are therefore worthy of merit. Furthermore, self-esteem tells you that no outside force can erode this inherent value.

Truly understanding that your value is inherent, it doesn’t have to be earned and can’t be purchased, does not make you boastful or conceited. On the contrary, that knowledge frees you to be humble. Most arrogant people I’ve met have little or no self-esteem. If you take the biggest bully you can think of and crack them open like an egg, down in the center you will find a tiny child with no self-esteem. They have just protected themselves with layers and layers of arrogance as a defense mechanism.

We have all met or observed people who put other’s down to make themselves look or feel bigger or better. They gather for themselves a false sense of self-esteem, sort of like picking up the chaff from a threshing floor after they have knocked someone down or stomped on their hearts or dreams. Unfortunately, their satisfaction is fleeting because it’s not rooted in any foundation within themselves. Eventually, they have to find another target to belittle, and root around the metaphorical threshing floor again and again.

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FEW Women’s Health: Are you having issues with anxiety?

Why is anxiety diagnosed more often in women? Women have more to deal with in their bodies than men. Women suffer from a range of stressors, from hormonal changes to physical abuse. Female hormone levels can exacerbate flight or fight responses. It’s unfortunate, but that is a part of life. Women are frequently tasked with taking care of family members such as children, siblings, and sometimes their adult parents.

As Max Lucado would say “all peace is temporary, short term.” The most important focus is how you deal with anxiety. Keeping the communication lines open will help you get through. Speak to a trusted adult or medical professional to get the help you need. I absolutely believe that God works through the wisdom of people, and medical professionals and counselors will help us find the peace and healing in our daily lives. According to Google: self-treatment for anxiety is regular sleep, a healthy diet, relaxation exercises, and joining a support group may help with anxiety disorders. Pets can be comforting if that is something you would like. Pets provide unconditional love and company when you are lonely. Now that you and everyone else is quarantined, it is important to take care of yourself during these trying times. Best hope and wishes to you and your family for continued health.

Submitted by Glenda Starks
Special Assistant for Women’s Health
Federally Employed Women

Are you Empowering or Undermining Others?

Many people I’ve met who have a habit of belittling or bullying others do so because they were belittled and never developed any coping skills. If you are continually fed the message that you aren’t good enough, aren’t strong enough, aren’t smart enough, aren’t rich enough, or have to be better than others to have any value, it’s normal and natural to manifest that continual message by being a bully. All empathy for them aside, let me be very clear. Belittling someone else does not make you any bigger or any better. It makes you appear smaller and less significant.

If you have people like that in your life, at work or in your community, you will not be able to change them. It is, I believe, a futile waste of energy. Your energy is better spent leading by example and bolstering those who have been stepped on or put down.

Using Dad’s analogy, if I blow out someone else’s candle, mine does not get any brighter. The only result is the entire space gets dimmer and darker. My candle has to do all the work. On the other hand, if I use my candle to support or ignite someone else’s candle, mine does not diminish at all. The entire space becomes brighter, and the light is stronger for it. My candle has to do less work as it is part of a community of strong lights. What would the world look like if we all focused on supporting and igniting just one other candle?

Now is the time to prepare your advertisement for the Program Book for the 2020 Virtual Leadership Summit. This is the perfect opportunity to get your message in front of Virtual Leadership Summit attendees.

- Full Page (7.25” x 9.75”) - Cost $1,000
- Half Page (7.25” x 4.75” or 3.5” x 9.25”) - Cost $500
- Quarter Page (3.5” x 4.75” or 1.75” x 9.25”) - Cost $250
- Eighth Page (3.5” x 2”) - Cost $125

Ad specifications: Formats Accepted in order of Preference:

- Hi Res PDF—set to 300 dpi, no compression
- EPS—300 dpi, fonts embedded
- Illustrator CS5 or newer—fonts converted to outline
- Photoshop CS5 or newer—fonts converted to outline
- Hi Res JPG

Click here to place an advertisement in one of our publications.
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JULY 20-24, 2020
VISIT WWW.FEW.ORG

Sponsors and Exhibitors Prospectus

ELITE $20,000
- Hyperlink Logo on the Virtual Summit Home Page
- (1) One fully interactive Virtual Exhibit Booth
- Push notifications to conference attendees and FEW membership
- Recognition at a FEW Virtual Program
- Ability to chat one-on-one with attendees
- Full-paged Advertisement in the Digital Program Book
- (4) Four electronic Pamphlets/Documents

PREMIUM $10,000
- (1) One fully interactive Virtual Exhibit Booth
- Push notifications to Conference Attendees
- Recognition at a FEW Virtual Program
- Ability to chat one-on-one with attendees
- Half-paged Advertisement in the Digital Program Book
- (3) Three electronic Pamphlets/Documents

STANDARD $5,000
- (1) One fully Interactive Virtual Exhibit Booth
- Ability to chat one-on-one with Conference Attendees
- Quarter-paged Advertisement in the Digital Program Book
- (2) Two electronic Pamphlets/Documents

BASIC $1,000
- (1) One fully Interactive Virtual Exhibit Booth
- Ability to chat one-on-one with Conference Attendees
- One Eighth-paged Advertisement in the Digital Program Book
- (1) One electronic Pamphlet/Document

VIRTUAL EVENT BOOTH $500
- (1) One fully interactive Virtual Exhibit Booth
- Ability to chat one-on-one with Conference Attendees

For Sponsorship Opportunities, contact the National Sponsors & Partners Chair, Ms. Naomi Bell at Sponsors-Partners@few.org and for Exhibitor Opportunities, contact our Summit Exhibitors Chair at Exhibits@few.org.

Federally Employed Women

PASSING THE TORCH
Leading the Way
VIRTUAL LEADERSHIP SUMMIT
WORKING FOR THE ADVANCEMENT OF WOMEN IN THE GOVERNMENT
To Existing and Potential Sponsors, Partners, and Exhibitors:

During these uncertain times, FEW cares about our members, non-members, sponsors, partners, exhibitors, friends, and communities. To follow the restrictions and guidelines nationwide, instead of the onsite annual training program, FEW is conducting its first Virtual Leadership Summit National Training Event during the week of July 20-24, 2020.

The Sponsors-Partners/Exhibitor Prospectus offers many opportunities to brand your company’s products and services, communicate with more conference attendees and FEW members virtually all week long.

For detailed information about FEW’s virtual training, sponsorship, & exhibition, please refer to our prospectus provided below and online at few.org. you may contact FEW Special Assistant, Sponsors-Partners, Naomi Bell at sponsors-partners@few.org and Special Assistant, Summit Exhibits, Percina Laster, at ntpexhibitors@few.org.

We look forward to hearing from you soon. Take care and be safe!

Submitted by Naomi Bell
Special Assistant, Sponsors-Partners

Renewed Memorandum of Understanding with DLA Troop Support

I am pleased to announce the renewed Memorandum of Understanding (MOU) with Defense Logistics Agency (DLA) Troop Support - Philadelphia.

As the nation’s combat logistics support agency, the Defense Logistics Agency (DLA) manages the global supply chain – from raw materials to end user to disposition – for the Army, Marine Corps, Navy, Air Force, Space Force, Coast Guard, 11 combatant commands, other federal agencies, and partner and allied nations.

DLA also supplies 86 percent of the military’s spare parts and nearly 100 percent of fuel and troop support consumables, manages the reutilization of military equipment, provides catalogs and other logistics information products, and offers document automation and production services to a host of military and federal agencies. Headquartered at Fort Belvoir, Virginia, DLA is a global enterprise – wherever the United States has a significant military presence, DLA is there to support.

A big “thank you” to DLA Troop Support - Philadelphia for their support of federal employees and of Federally Employed Women.

Submitted by Karen M. Rainey
National President

Temporary changes to required minimum distributions

As authorized by the recently enacted CARES Act, we’re making temporary changes related to required minimum distributions (RMDs). You do not need to make any withdrawals from your TSP account in 2020 to satisfy an RMD, regardless of your age or employment status. We will not send any automatic RMD payments for 2020. If you make a withdrawal, we will withhold for federal taxes at the rate appropriate for the type of withdrawal you make, without regard to RMD rules that would otherwise apply. You can transfer or roll over to an IRA or eligible employer plan any otherwise eligible withdrawals you make.

Rollover Period Extended to July 15

If you received any withdrawal between February 1 and May 15 that is eligible for rollover, then the IRS has extended your 60-day rollover deadline to July 15th. If you received an RMD (or an installment payment that included an RMD) between February 1 and May 15, then you can roll those amounts over—to an IRA or eligible employer plan or back into your TSP account—provided that you do so by July 15th. Use Form TSP 60.

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Working for the advancement of women in the government.