



*(February 2, 2016)*

In order to further improve the lines of communication and to respond to the concerns between the National VA Council and you our members, I have established a National VA Council Briefing. This NVAC Briefing will bring you the latest news and developments within DVA and provide you with the current status of issues this Council is currently addressing. I believe that this NVAC Briefing will greatly enhance the way in which we communicate and the way in which we share new information, keeping you better informed.

**Alma L. Lee**  
National VA Council, President

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**In This Briefing: Are The Civil Service Protections About to be Eliminated?**

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 <p><b>FEDERAL EMPLOYMENT LAW TRAINING GROUP</b> <i>Teaching the Law of the Federal Workplace</i></p>	
<p><b>WEBINARS ON THE DOCKET</b></p> <p><b>Understanding the Family &amp; Medical Leave Act, Parts II &amp; III</b> February 11 March 10</p> <p><b>Preventing and Correcting</b></p>	

**Workplace Discrimination:  
A Focus on Religion and  
National Origin**

March 3

**Don't miss it!**

**FELTG's Supervisor  
Training Webinar Series**

Begins March 15

**Dealing with Technology  
Issues in the Federal  
Workplace**

March 24

**Sometimes it's Good to  
Settle: Resolving Disputes  
Without Litigation**

March 31

**FELTG IS COMING TO  
DALLAS!**

Join Barbara Haga for

**Advanced Employee  
Relations**

February 23-25

**UPCOMING SEMINARS IN  
WASHINGTON, DC**

February 1-5:

**Absence & Medical Issues  
Week**

*Walk-in space is still  
available.*

March 7-11:

**MSPB Law Week**

March 14-17:

**Leave & Attendance  
Management and  
Performance Management**

April 4-8:

**EEOC Law Week**

*Deborah Hopkins,  
FELTG Executive Director*

Happy February! Can you believe the first month of 2016 is already behind us?

After February is March, which means that **MSPB Law Week**, slated for March 7-11 in Washington, DC, will be here before we know it, and believe me when I say space already filling up. We sell out this program (and usually have a hefty waiting list) just about every time we offer it, so be sure to get those registration forms in as quickly as you can.

Plus, check out our upcoming webinars on FMLA, discrimination, technology misuse, and settlement. See the left side of this page for information.

Oh - one more thing. We're bringing back the Supervisory HR Skills webinar series, now expanded to offer even more of the training topics your supervisors need. Each session is only 60 minutes long, so it doesn't take a huge portion of the workday - but it is well worth the time. We'll cover topics including holding employees accountable for performance and conduct, managing leave issues, mentorship, gender stereotyping, disability accommodation, leadership skills, performance plans and more. Plus, the series is a deal! Sessions begin March 15. **Check out the details here.**

See you soon,

Deb

***They Are Out to Get You***

**By William Wiley**



I was listening to the closing statements in one of the Presidential candidate debates a few days ago, and picked up on something that confused me. When listing all the things that one particular candidate said he would accomplish if he were elected President, tucked in there with no new taxes and making our country strong, I heard that candidate say he was "in favor of eliminating the career civil service protections." Whooo doggies. Are the "civil service protections" really that big of a deal, to warrant inclusion in a to-do list of world-wide governmental significance? Well, here they are, and you get to be the judge. Federal employees are protected from unwarranted removal by the following procedures:

1. The supervisor hands the employee a memo that tells him what he did wrong and why it warrants removal.
2. The employee then has seven days to defend himself, in writing and orally, with help from a representative.
3. An agency manager then makes a decision based on the supervisor's memo and the employee's responses. If the decision is to remove the employee, he gets an extra three weeks of what is effectively severance pay.

Like any citizen of our country, after the exercise of these civil service protections, the fired civil servant gets to challenge the

April 18-22:  
**Workplace Investigations Week**

May 2-6:  
**FLRA Law Week**

May 16-20:  
**Supervisory HR Skills Week**

June 6-10:  
**Employee Relations Week**

July 11-15:  
**Legal Writing Week**

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**MSPB Law Week**  
June 13-17

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government in an unbiased court. However, statistically speaking, those further challenges almost always result in the individual staying fired. So I wonder what our President-to-be would change in these procedures. Fire the employee without telling him why? Prevent him from defending himself? Keep him out of court? With all due respect, sometimes I think that candidates for political office don't really know what they are talking about. But I'm sure that you wonderful readers do, and that you'll keep in mind what the candidates mean when you go to the polls in November.

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*Teaching the Law of the Federal Workplace*



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