

# THE ROCKY MOUNTAIN CHALLENGE:

## Let's Become FEW's TOP CAP-WIZARDS!



### Background

Of the 9 Tier I Senate Bills that FEW promotes, only 3 have supporters from the Rocky Mountain Region. There are no Rocky Mountain Senators who support the only Senate Resolution. Of the 10 House Bills that FEW promotes, only 4 have supporters from the Rocky Mountain Region. There are some Rocky Mountain Congresspersons who support the one House Resolution that FEW promotes, but not every state is represented.

**Montana:** No elected official in the state of Montana support any of FEW's issues.


**Wyoming:** Only one of FEW's bills is supported by a House member; there is no Senate support.

**Utah:** Only one Senator supports just one of FEW's Senate bills and there is limited House support.

**Colorado:** Only one Senator supports just one of FEW's Senate bills, and there is limited House support.

**North Dakota:** There is no support in the Senate for any of FEW's bills. Four of FEW's bills has support in the House.

**South Dakota:** There is no support in the Senate for any of FEW's bills. Four of FEW's bills has support in the House.

The bills with the  symbol below are part of FEW's Feature Action Alerts. Last night, it took only 5 minutes using FEW's **CAPWIZ** program to send a message to two senators and one representative on these 5 bills.

 [Repeal the WEP - Senate Bill](#)

 [Repeal the WEP - House Bill](#)

 [Paid Parental Leave Act](#)

 [GPO and WEP Repeal Bill - Senate Bill](#)

 [GPO/WEP Repeal Bill - House Bill](#)

***That's just 1 minute per bill....***way less time than you spend surfing the web, checking out stuff on eBay, reading the top new headlines, looking at your IM to see if anyone you know is online, or reading just a few of your home emails.

### STARTING TOMORROW, WE CHALLENGE EACH OF YOU TO:

1. Go into [www.few.org](http://www.few.org) and click on the Newsroom icon
2. Click on Legislative Updates on the left side of the screen
3. Click on Take Action under Feature Alerts
4. Above the Grey Shaded Zip Code Bar, Click on Legislative Alerts and Updates
5. Click on the bills (one at a time)
6. Enter or Confirm Your Zip Code
7. Click on GO and follow the instructions
8. Repeat at least once a week






Once you get the hang of it....you'll want to do more exploring on the website, and start Taking Action on all of the bills FEW supports! But for now....

## Let's Make Every Friday Night – FEW FRIDAY in the ROCKY MOUNTAIN REGION!

Janet Kopenhaver, FEW's Washington Representative, tracks member activity using the website **CAPWIZ** program. FEW's Executive Committee will be meeting in Dallas October 26-28. We'll ask Janet and Cecelia Davis, FEW's National Vice President for Congressional Relations, to report on the increased activity in the Rocky Mountain Region for the next 45 days, and will post a report on the Rocky Mountain website after the meeting!

# Current Legislation Key Bills in Congress

Tier I Issues		
Bill Name	Number of Cosponsors	Position
<p><b>S. 2003</b> - <a href="#">Part-time Reemployment of Federal Annuityants</a> A bill to facilitate the part-time reemployment of annuityants, and for other purposes.</p>	<p>3 (3 R) <i>NONE from RM</i></p>	<p><b>We SUPPORT</b> <i>this legislation</i></p>
<p> <b>S. 1647</b> - <a href="#">Repeal the WEP - Senate Bill</a> Public Servant Retirement Protection Act of 2007 - Amends title II (Old Age, Survivors and Disability Insurance) of the Social Security Act (SSA) to repeal the current windfall elimination provision (WEP) (that reduces the Social Security benefits of workers who also have pension benefits from employment not covered by Social Security) for individuals first performing non-covered service beginning one year after enactment of this Act. Establishes a new formula for the treatment of non-covered earnings in determining Social Security benefits. Applies such formula to individuals subject to the current WEP if the benefit under the new formula would be higher.</p>	<p>1 (1 R) <i>NONE from RM</i></p>	<p><b>We SUPPORT</b> <i>this legislation</i></p>
<p><b>S. 1254</b> - <a href="#">Government Pension Offset Reform Act</a> Government Pension Offset Reform Act - Amends title II (Old Age, Survivors and Disability Insurance) (OASDI) of the Social Security Act to modify the formula for determining the amount of reduced monthly OASDI benefits payable to a spouse, surviving spouse, or parent receiving monthly payments from a federal or state pension plan. Declares that such benefit reductions shall be equal to the amount by which two-thirds of the total amount of the combined monthly benefit (before reduction) and monthly pension exceeds \$1,200, adjusted for inflation.</p>	<p>9 (2 R, 7 D) <a href="#">Byron Dorgan</a> (D-ND)</p>	<p><b>We OPPOSE</b> <i>this legislation</i></p>
<p><b>S. 1087</b> - <a href="#">Fair Pay Act</a> Amends the Fair Labor Standards Act of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin. (Allows payment of different wages under seniority systems, merit systems, systems that measure earnings by quantity or quality of production, or differentials based on bona fide factors that the employer demonstrates are job-related or further legitimate business interests.) Prohibits the discharge of or any other discrimination against an individual for opposing any act or practice made unlawful by this Act, or for assisting in an investigation or proceeding under it. Directs courts, in any action brought under this Act for violation of such prohibition, to allow expert fees as part of the costs awarded to prevailing plaintiffs. Allows any such action to be maintained as a class action. Directs the Equal Employment Opportunity Commission (EEOC) to: (1) undertake studies and provide information and technical assistance to employers, labor organizations, and the general public concerning effective means available to implement this Act; and (2) carry on a continuing program of research, education, and technical assistance with specified components related to the purposes of this Act. Makes conforming amendments relating to congressional and executive branch employees to the Congressional Accountability Act of 1995 and the Presidential and Executive Office Accountability Act.</p>	<p>17 (1 I, 16 D) <i>NONE from RM</i></p>	<p><b>We SUPPORT</b> <i>this legislation</i></p>
<p><b>S. 1000</b> - <a href="#">Federal Telework Program</a> A bill to enhance the Federal Telework Program.</p>	<p>2 (1 R, 1 D) <i>NONE from RM</i></p>	<p><b>We SUPPORT</b> <i>this legislation</i></p>
<p><b>S. 967</b> - <a href="#">Federal Supervisor Training Act of 2007</a> Federal Supervisor Training Act of 2007 - Revises provisions relating to specific training programs for federal agency supervisors. Requires the head of each federal agency to establish: (1) a program to provide interactive instructor-based training to supervisors on developing and discussing relevant goals and objectives with the employee, communicating and discussing progress on performance goals and objectives and conducting performance appraisals, mentoring and motivating employees and improving employee performance and productivity, effectively managing employees with unacceptable performance, and addressing reports of a hostile work environment, reprisal, or harassment; (2) a program to provide training to supervisors on prohibited personnel practices and processes to enforce employee rights; and (3) a program under which experienced supervisors mentor new supervisors. Requires supervisors to complete such programs every three years. Directs the Office of Personnel</p>	<p>1 (1 D) <i>NONE from RM</i></p>	<p><b>We SUPPORT</b> <i>this legislation</i></p>

<p>Management (OPM) to issue guidance to federal agencies on standards supervisors are expected to meet in order to effectively manage, and be accountable for managing, the performance of employees. Requires each agency to: (1) develop standards to assess the performance of each supervisor and, in developing such standards, to consider such guidance developed by OPM and any other qualifications or factors determined by the agency; (2) assess the overall capacity of the supervisors in the agency to meet such guidance; and (3) develop and implement a supervisor training program to strengthen issues identified during such assessment. Instructs each agency, every year or on any basis requested by the Director of OPM, to submit a report to OPM on the progress of such agency in implementing the requirements specified above with respect to developing those standards.</p>		
<p><b>S. 773</b> - <a href="#">Premium Conversion Bill</a> A bill to amend the Internal Revenue Code of 1986 to allow Federal civilian and military retirees to pay health insurance premiums on a pretax basis and to allow a deduction for TRICARE supplemental premiums.</p>	<p>50 (23 R, 27 D)  <a href="#">Byron Dorgan</a> (D-ND)  <a href="#">Tim Johnson</a> (D-SD)  <a href="#">John Thune</a> (R-SD)  <a href="#">Orrin Hatch</a> (R-UT)</p>	<p><b>We SUPPORT</b>  <b>this legislation</b></p>
<p><b>S. 766</b> - <a href="#">Paycheck Fairness Act</a> Amends the portion of the Fair Labor Standards Act of 1938 (FLSA) known as the Equal Pay Act to revise remedies for and enforcement of prohibitions against sex discrimination in the payment of wages to: (1) add nonretaliation requirements; (2) increase penalties; and (3) authorize the Secretary of Labor (the Secretary) to seek additional compensatory or punitive damages. Requires the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs to train EEOC employees and affected individuals and entities on matters involving wage discrimination. Authorizes the Secretary to make grants to eligible entities for negotiation skills training programs for girls and women. Directs the Secretaries of Labor and Education to issue regulations or policy guidance to integrate such training into certain programs under their Departments. Directs the Secretary to provide for certain studies, information, national summit, and guidelines, awards, and assistance for employer evaluations of job categories based on objective criteria. Establishes the Secretary of Labor's National Award for Pay Equity in the Workplace. Amends the Civil Rights Act of 1964 to require the EEOC to collect certain pay information. Directs: (1) the Commissioner of Labor Statistics to collect data on woman workers in the Current Employment Statistics survey; (2) the Office of Federal Contract Compliance Programs to use specified types of methods in investigating compensation discrimination and in enforcing pay equity; and (3) the Secretary to make accurate information on compensation discrimination readily available to the public.</p>	<p>23 (1 I, 22 D)  <b>NONE from RM</b></p>	<p><b>We SUPPORT</b>  <b>this legislation</b></p>
<p> <b>S. 206</b> - <a href="#">GPO and WEP Repeal Bill</a> Social Security Fairness Act of 2007 - Amends title II (Old Age, Survivors and Disability Insurance) (OASDI) of the Social Security Act to repeal: (1) government pension offset requirements applicable to husband's and wife's insurance benefits, widow's and widower's insurance benefits, and mother's and father's insurance benefits with respect to OASDI payments; and (2) windfall elimination requirements with respect to computation of an individual's primary insurance amount.</p>	<p>35 (6 R, 1 I, 28 D)  <a href="#">Ken Salazar</a> (D-CO)</p>	<p><b>We SUPPORT</b>  <b>this legislation</b></p>
<p> <b>S. 80</b> - <a href="#">Paid Parental Leave Act</a> Executive Branch Family Leave Act - Entitles a federal employee of the executive branch to paid leave of: (1) eight weeks for giving birth; (2) at least five days for a father for the birth of a child; (3) at least five days for adopting a child; and (4) eight hours during any 12-month period to accompany a child to medical or school appointments.</p>	<p>5 (4 R, 1 D)  <b>NONE from RM</b></p>	<p><b>We SUPPORT</b>  <b>this legislation</b></p>
<p><b>S.J.RES. 10</b> - <a href="#">Start Over ERA Resolution</a> Constitutional Amendment - Prohibits denying or abridging equality of rights under the law by the United States or by any State on account of sex.</p>	<p>25 (2 I, 23 D)  <b>NONE from RM</b></p>	<p><b>We SUPPORT</b>  <b>this legislation</b></p>
<p><b>H.R. 3158</b> - <a href="#">Federal Employees Paid Parental Leave Act</a>, To provide that 8 of the 12 weeks of parental leave made available to a Federal employee under subchapter V of chapter 63 of title 5, United States Code, shall be paid leave, and for other purposes.</p>	<p>4 (1 R, 3 D)  <b>NONE from RM</b></p>	<p><b>We SUPPORT</b>  <b>this legislation</b></p>
<p><b>H.R. 2831</b> - <a href="#">Ledbetter Fair Pay Act</a> Amends the Civil Rights Act of 1964 to declare that an unlawful employment practice occurs when a discriminatory compensation decision or other practice is adopted when an individual becomes subject to the decision or practice, or</p>	<p>94 (94 D)  <a href="#">Earl Pomeroy</a> (D-ND At-Large)</p>	<p><b>We SUPPORT</b>  <b>this legislation</b></p>

<p>when an individual is affected by application of the decision or practice, including each time compensation is paid. Allows a person filing an action to challenge similar or related instances of compensation discrimination after an aggrieved person filed a charge without filing another charge. Accrues liability, and an aggrieved person may obtain relief including recovery of back pay for up to two years preceding the filing of the charge, where the unlawful employment practices that have occurred during the charge filing period are similar or related to practices that occurred outside the time for filing a charge. Applies the amendments of this paragraph to claims of compensation discrimination under the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973. Amends the Age Discrimination Act of 1967 to declare that an unlawful practice occurs when a discriminatory compensation decision or other practice is adopted when a person becomes subject to the decision or other practice, or when a person is affected by the decision or practice, including each time compensation is paid. Allows a person filing an action to challenge similar or related instances of compensation discrimination after an aggrieved person filed a charge without filing another charge with the Secretary.</p>		
<p> <b>H.R. 2772</b> - <a href="#">Repeal the WEP - House Bill</a> Amends title II (Old Age, Survivors and Disability Insurance) of the Social Security Act (SSA) to repeal the current windfall elimination provision (WEP) (that reduces the Social Security benefits of workers who also have pension benefits from employment not covered by Social Security) for individuals first performing non-covered service beginning one year after enactment of this Act. Establishes a new formula for the treatment of non-covered earnings in determining Social Security benefits. Applies such formula to individuals subject to the current WEP if the benefit under the new formula would be higher.</p>	<p>20 (15 R, 5 D) <b>NONE from RM</b></p>	<p><b>We SUPPORT this legislation</b></p>
<p><b>H.R. 2669</b> - <a href="#">College Cost Reduction Act</a> This summary has been edited for length College Cost Reduction Act of 2007 - Title I: Investing in Student Aid - Part A: Increasing the Purchasing Power of Pell Grants - (Sec. 101) Amends the Higher Education Act of 1965 (HEA) to reauthorize the Pell Grant program through FY2013. Authorizes and appropriates additional funding for the program for FY2008-FY2017 to increase the amount of the maximum Pell grant for which a student is eligible by \$200 for each of the award years 2008-2009 and 2009-2010, \$300 for award year 2010-2011, and \$500 for each subsequent award year. Increases the authorized maximum Pell grant to \$7,600 for academic year 2008-2009 and by \$1,000 increments each academic year thereafter until it stands at \$11,600 for academic year 2012-2013. Title II: Reducing the Cost of College - (Sec. 201) Directs the Commissioner of Education Statistics, in redesigning the College Opportunity On-Line (COOL) website, to identify and include the data of greatest importance to prospective and enrolled students, and their families. Requires such website also to provide comparable information and a sorting function that permits users to customize their search for and comparison of IHEs. Title III: Ensuring a Highly Qualified Teacher in Every Classroom - Part A: TEACH Grants - (Sec. 301) Establishes a TEACH Grant program providing \$4,000 of tuition assistance each academic year to high-achieving undergraduate, post-baccalaureate, and graduate students who commit to teaching a high-need subject in a high-need elementary or secondary school for four years. Includes mathematics, science, foreign languages, bilingual education, special education, and reading among such high-need subjects. Title IV: Leveraging Funds to Increase College Access - Part A: Strengthening Historically Black Colleges and Universities and Minority-Serving Institutions - (Sec. 401) Makes \$100 million for each of FY2008-FY2012 available to minority-serving institutions, with: (1) 40% going to Hispanic-serving institutions; (2) 40% going to Historically Black Colleges and Universities and Predominantly Black institutions; and (3) 20% going to Tribal Colleges and Universities, Alaska Native and Native Hawaiian-serving institutions, and Asian and Pacific Islander-serving institutions.</p>	<p>32 (32 D) <b>NONE from RM</b></p>	<p><b>We SUPPORT this legislation</b></p>
<p><b>H.R. 2533</b> - <a href="#">FERS Redeposit Act</a> Allows each federal employee who has returned to government service and who has received a refund of retirement contributions under the Federal Employees' Retirement System (FERS) (or any other retirement system established for federal employees covering service for which such employee or Member may be allowed credit under FERS provisions) to deposit (to the credit of the Civil Service Retirement and Disability Fund) the</p>	<p>5 (1 R, 4 D) <b>NONE from RM</b></p>	<p><b>We SUPPORT this legislation</b></p>

<p>amount that was so received, with interest. Allows deposits in one or more installments. Disallows the recapture of credit for service covered by the refund until such a deposit is made.</p>		
<p><b>H.R. 1369</b> - <a href="#">Family and Medical Leave Expansion Act</a> Directs the Secretary of Labor to make five-year grants to a state or local government to pay for the federal share of the cost of carrying out projects that assist families by providing wage replacement for eligible individuals responding to caregiving needs resulting from the birth or adoption of a son or daughter or other family caregiving needs. Family and Medical Leave Fairness Act of 2005 [sic]- Amends the Family and Medical Leave Act of 1993 (FMLA) to extend coverage to employees at worksites where the employer employs at least 25 (currently, 50) employees at the worksite and within 75 miles of that worksite. Amends FMLA and federal civil service law to entitle to leave those employees who must address the effects of domestic violence. Federal Employees Paid Parental Leave Act of 2005 [sic]- Permits the Office of Personnel Management (OPM) to contract with one or more employing agencies to conduct a grant project that provides paid leave for eligible individuals who are responding to caregiving needs resulting from the birth or adoption of a son or daughter or other family caregiving needs. Requires the leave to last for at least six weeks during a 12-month period. Time for Schools Act of 2005 [sic] - Amends FMLA to allow employees covered by such Act to take up to 24 hours, during any 12-month period, of school involvement leave to participate in: (1) an academic activity of their child's school, such as a parent-teacher conference or an interview for a school; or (2) literacy training under a family literacy program. Amends federal civil service law to provide the same school involvement leave allowance for federal employees.</p>	<p>2 (2 D) <b>NONE from RM</b></p>	<p><b>We SUPPORT</b> <b>this legislation</b></p>
<p><b>H.R. 1338</b> - <a href="#">Paycheck Fairness Act</a> Amends the portion of the Fair Labor Standards Act of 1938 (FLSA) known as the Equal Pay Act to revise remedies for and enforcement of prohibitions against sex discrimination in the payment of wages to: (1) add nonretaliation requirements; (2) increase penalties; and (3) authorize the Secretary of Labor (the Secretary) to seek additional compensatory or punitive damages. Requires the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs to train EEOC employees and affected individuals and entities on matters involving wage discrimination. Authorizes the Secretary to make grants to eligible entities for negotiation skills training programs for girls and women. Directs the Secretaries of Labor and Education to issue regulations or policy guidance to integrate such training into certain programs under their Departments. Directs the Secretary to provide for certain studies, information, national summit, and guidelines, awards, and assistance for employer evaluations of job categories based on objective criteria. Establishes the Secretary of Labor's National Award for Pay Equity in the Workplace. Amends the Civil Rights Act of 1964 to require the EEOC to collect certain pay information. Directs: (1) the Commissioner of Labor Statistics to collect data on woman workers in the Current Employment Statistics survey; (2) the Office of Federal Contract Compliance Programs to use specified types of methods in investigating compensation discrimination and in enforcing pay equity; and (3) the Secretary to make accurate information on compensation discrimination readily available to the public.</p>	<p>225 (1 R, 224 D) <a href="#">Diana DeGette</a> (D-CO 1st) <a href="#">Mark Udall</a> (D-CO 2nd) <a href="#">John Salazar</a> (D-CO 3rd) <a href="#">Ed Perlmutter</a> (D-CO 7th) <a href="#">Earl Pomeroy</a> (D-ND At-Large) <a href="#">Stephanie Herseth Sandlin</a> (D-SD At-Large) <a href="#">Jim Matheson</a> (D-UT 2nd)</p>	<p><b>We SUPPORT</b> <b>this legislation</b></p>
<p><b>H.R. 1256</b> - <a href="#">Increase Government Contribution of FEHBP Premiums</a> To amend title 5, United States Code, to increase the level of Government contributions under the Federal employees health benefits program.</p>	<p>2 (1 R, 1 D) <b>NONE from RM</b></p>	<p><b>We SUPPORT</b> <b>this legislation</b></p>
<p><b>H.R. 1110</b> - <a href="#">Premium Conversion Bill</a> Amends the Internal Revenue Code to permit: (1) federal civilian and military retirees to pay Federal Employees Health Benefits Program (FEHBP) and TRICARE supplemental premiums on a pretax basis (i.e., exclude premiums from gross income); and (2) a tax deduction (available to itemizers and nonitemizers) for TRICARE supplemental premiums or enrollment fees. Directs the Director of the Office of Personnel Management (OPM) and the Secretary of Defense to ensure that the option of paying FEHBP and TRICARE supplemental premiums on a pretax basis is available to federal civilian and military retirees for the first open enrollment period beginning not less than 90 days after the enactment of this Act.</p>	<p>265 (102 R, 163 D) <a href="#">Ed Perlmutter</a> (D-CO 7th) <a href="#">Earl Pomeroy</a> (D-ND At-Large) <a href="#">Stephanie Herseth Sandlin</a> (D-SD At-Large) <a href="#">Rob Bishop</a> (R-UT 1st) <a href="#">Jim Matheson</a> (D-UT 2nd) <a href="#">Barbara Cubin</a> (R-WY At-Large)</p>	<p><b>We SUPPORT</b> <b>this legislation</b></p>
<p> <b>H.R. 82</b> - <a href="#">GPO/WEP Repeal Bill</a> Social Security Fairness Act of</p>	<p>325 (117 R, 208 D) <a href="#">Diana DeGette</a> (D-CO 1st) <a href="#">Mark Udall</a> (D-CO 2nd)</p>	<p><b>We SUPPORT</b> <b>this legislation</b></p>

<p>2007 - Amends title II (Old Age, Survivors and Disability Insurance) (OASDI) of the Social Security Act to repeal: (1) government pension offset requirements applicable to husband's and wife's insurance benefits, widow's and widower's insurance benefits, and mother's and father's insurance benefits with respect to OASDI payments; and (2) windfall elimination requirements with respect to computation of an individual's primary insurance amount.</p>	<p><a href="#">John Salazar</a> (D-CO 3rd)  <a href="#">Marilyn Musgrave</a> (R-CO 4th)  <a href="#">Stephanie Herseth Sandlin</a> (D-SD At-Large)  <a href="#">Rob Bishop</a> (R-UT 1st)  <a href="#">Jim Matheson</a> (D-UT 2nd)</p>	
<p><b>H.J.RES. 40</b> - <a href="#">Start Over ERA Resolution</a> Constitutional Amendment - Prohibits denying or abridging equality of rights under the law by the United States or by any State on account of sex.</p>	<p>203 (8 R, 195 D)  <a href="#">Diana DeGette</a> (D-CO 1st)  <a href="#">Mark Udall</a> (D-CO 2nd)  <a href="#">Ed Perlmutter</a> (D-CO 7th)  <a href="#">Earl Pomeroy</a> (D-ND At-Large)  <a href="#">Stephanie Herseth Sandlin</a> (D-SD At-Large)</p>	<p><b>We SUPPORT  this legislation</b></p>