

affordable rental housing targeted to households with very low, low, or moderate incomes. This competitive program is financed from a specified percentage of each Bank's previous year's net income. The greater of \$100 million or 10 percent of the previous year's net income is available for the program.

Under the Community Investment Program (CIP), each Bank provides advances priced at the Bank's cost of consolidated obligations of comparable maturities plus reasonable administrative costs, to members engaged in community-oriented mortgage lending. Advances are used for loans to finance rental and owner-occupied housing for families whose incomes do not exceed 115 percent of area median income and commercial and economic development activities that benefit low- and moderate-income families or that are located in low- and moderate-income neighborhoods.

To maintain access to long-term advances, Bank members must establish reasonable commitments to residential lending and community support activities. Every 2 years, the Finance Board reviews the community support performance of each member by taking into account factors such as each

member's Community Reinvestment Act performance and its lending to first-time homebuyers. The Banks provide technical assistance to their members in meeting the community support standards.

### Financing Corporation

The Financing Corporation (FICO) was established by the Competitive Equality Banking Act of 1987 (12 U.S.C. 1441) with the sole purpose of issuing and servicing bonds, the proceeds of which were used to fund thrift resolutions. The principal on the bonds was defeased with capital contributions from the Banks. The Corporation has a three-member directorate, consisting of the Managing Director of the Office of Finance and two Federal Home Loan Bank presidents.

The Financing Corporation operates subject to the regulatory authority of the Federal Housing Finance Board.

### Sources of Information

Requests for information relating to human resources and procurement should be sent to the Office of Resource Management, at the address listed below.

For further information, contact the Executive Secretariat, Federal Housing Finance Board, 1777 F Street NW., Washington, DC 20006. Phone, 202-408-2500. Fax, 202-408-2895.

## FEDERAL LABOR RELATIONS AUTHORITY

607 Fourteenth Street NW., Washington, DC 20424-0001

Phone, 202-482-6550

### Chair

Chief Counsel  
Director of External Affairs

### Member

Chief Counsel

### Member

Chief Counsel  
Chief Administrative Law Judge  
Solicitor  
Executive Director

PHYLLIS N. SEGAL

SUSAN D. MCCLUSKEY

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DAVID M. SMITH

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|                                                                    |                                                                                                                |
|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Director of Information Resources and Research Services            | HAROLD D. KESSLER                                                                                              |
| Inspector General                                                  | ROBERT G. ANDARY                                                                                               |
| General Counsel                                                    | JOSEPH SWERDZEWSKI                                                                                             |
| Deputy General Counsel                                             | DAVID L. FEDER                                                                                                 |
| Director of Operations and Resources Management                    | CLYDE B. BLANDFORD, JR.                                                                                        |
| Deputy Director of Operations, Field Management                    | NANCY A. SPEIGHT                                                                                               |
| Executive Assistant                                                | CAROL W. POPE                                                                                                  |
| Director, Collaboration and Alternative Dispute Resolution Program | THELMA C. COLWELL                                                                                              |
| <i>Federal Service Impasses Panel</i>                              |                                                                                                                |
| Chair                                                              | BETTY BOLDEN                                                                                                   |
| Members                                                            | GILBERT CARRILLO, BONNIE P. CASTREY, DOLLY M. GEE, E. DWARD F. HARTFIELD, MARY E. JACKSTEIT, STANLEY M. FISHER |
| Executive Director                                                 | LINDA A. LAFFERTY                                                                                              |
| <i>Foreign Service Labor Relations Board</i>                       |                                                                                                                |
| Chair                                                              | PHYLLIS N. SEGAL                                                                                               |
| Members                                                            | TIA SCHNEIDER DENENBERG, (VACANCY)                                                                             |
| General Counsel                                                    | JOSEPH SWERDZEWSKI                                                                                             |
| <i>Foreign Service Impasse Disputes Panel</i>                      |                                                                                                                |
| Chair                                                              | MARGERY R. GOOTNICK                                                                                            |
| Members                                                            | BETTY BOLDEN, ROBERT S. DEUTSCH, J. DOUGLAS MARCHANT, (VACANCY)                                                |

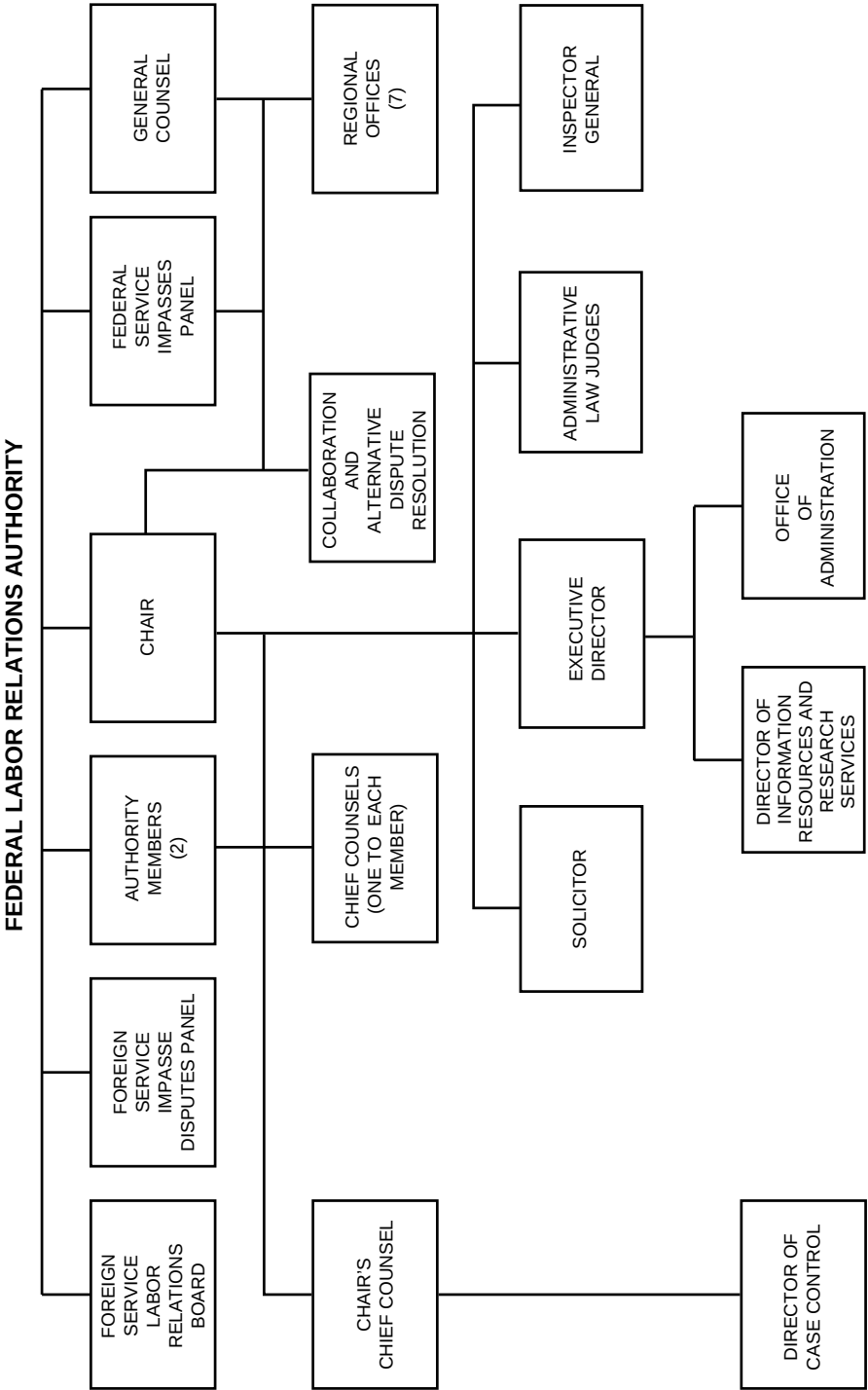
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*The Federal Labor Relations Authority oversees the Federal service labor-management relations program. It administers the law that protects the right of employees of the Federal Government to organize, bargain collectively, and participate through labor organizations of their own choosing in decisions affecting them. The Authority also ensures compliance with the statutory rights and obligations of Federal employees and the labor organizations that represent them in their dealings with Federal agencies.*

The Federal Labor Relations Authority was created as an independent establishment by Reorganization Plan No. 2 of 1978 (5 U.S.C. app.), effective January 1, 1979, pursuant to Executive Order 12107 of December 28, 1978, to consolidate the central policymaking functions in Federal labor-management relations. Its duties and authority are specified in title VII (Federal Service Labor-Management Relations) of the Civil Service Reform Act of 1978 (5 U.S.C. 7101–7135).

### Activities

The Authority provides leadership in establishing policies and guidance relating to the Federal service labor-management relations program. In addition, it determines the appropriateness of bargaining units, supervises or conducts representation elections, and prescribes criteria and resolves issues relating to the granting of consultation rights to labor organizations with respect to internal agency policies and governmentwide rules and regulations. It also resolves negotiability



disputes, unfair labor practice complaints, and exceptions to arbitration awards. The Chair of the Authority serves as the chief executive and administrative officer.

The General Counsel of the Authority investigates alleged unfair labor practices, files and prosecutes unfair labor practice complaints before the Authority, and exercises such other powers as the Authority may prescribe.

The Federal Service Impasses Panel, an entity within the Authority, is assigned the function of providing assistance in resolving negotiation impasses between agencies and unions. After investigating an impasse, the Panel can either recommend procedures to the parties for the resolution of the impasse or assist the parties in resolving the impasse through whatever methods and

procedures, including factfinding and recommendations, it considers appropriate. If the parties do not arrive at a settlement after assistance by the Panel, the Panel may hold hearings and take whatever action is necessary to resolve the impasse.

The Foreign Service Labor Relations Board and the Foreign Service Impasse Disputes Panel administer provisions of chapter 2 of the Foreign Service Act of 1980 (22 U.S.C. 3921), concerning labor-management relations. This chapter establishes a statutory labor-management relations program for Foreign Service employees of the U.S. Government. Administrative and staff support is provided by the Federal Labor Relations Authority and the Federal Service Impasses Panel.

#### Regional Offices—Federal Labor Relations Authority

| City/Address                                                       | Director                    | Telephone    |
|--------------------------------------------------------------------|-----------------------------|--------------|
| Atlanta, GA (Suite 701, 285 Peachtree Ctr. Ave., 30303-1270) ..... | Brenda M. Robinson .....    | 404-331-5212 |
| Boston, MA (Suite 1500, 99 Summer St., 02110) .....                | Edward S. Davidson .....    | 617-424-5730 |
| Chicago, IL (Suite 1150, 55 W. Monroe, 60603) .....                | William E. Washington ..... | 312-353-6306 |
| Dallas, TX (Suite 926, 525 Griffin St., 75202) .....               | James Petrucci .....        | 214-767-4996 |
| Denver, CO (Suite 100, 1244 Speer Blvd., 80204) .....              | Marjorie K. Thompson .....  | 303-844-5224 |
| San Francisco, CA (Suite 220, 901 Market St., 94103) .....         | Gerald M. Cole .....        | 415-744-4000 |
| Washington, DC (Suite 400, 1255 22d St. NW., 20037) .....          | Michael W. Doheny .....     | 202-653-8500 |

#### Sources of Information

**Employment** Employment inquiries and applications may be sent to the Director of Personnel. Phone, 202-482-6660.

**Public Information and Publications** The Authority will assist in arranging reproduction of documents and ordering transcripts of hearings. Requests for publications should be submitted to the Director, Information Resources and Research Services. Phone, 202-482-6550.

**Reading Room** Anyone desiring to inspect formal case documents or read

agency publications may use facilities of the Authority's offices.

**Speakers** To give agencies, labor organizations, and other interested persons a better understanding of the Federal service labor-management relations program and the Authority's role and duties, its personnel participate as speakers or panel members before various groups. Requests for speakers or panelists should be submitted to the Office of the Chair (phone, 202-482-6500); or to the Deputy General Counsel (phone, 202-482-6680).

For further information, contact the Director of Information Resources and Research Services, Federal Labor Relations Authority, 607 Fourteenth Street NW., Washington, DC 20424-0001. Phone, 202-482-6550.