



Newsletter

Federal Judicial Secretaries Association

103 U.S. Courthouse
85 Marconi Boulevard
Columbus, Ohio 43215

August 1989
Vol. 17
No. 1

PRESIDENT'S MESSAGE

On behalf of all of the current officers and circuit representatives, I wish to thank you for your votes of confidence and for your continued support of our Association. Over the years we have had an outstanding group of people serve as officers and circuit representatives. Their commitment to our Association is well documented and their service much appreciated.

A special thanks is extended to Carol Hafner for a job well done as President this past year. I personally am very grateful to Carol, Sharon Watts, President-Elect, Susan Scobie, Vice-President, and Dorothy Borgmann, Chairperson of the Nominations and Elections Committee, for stepping in during my recovery from major surgery and filling the position of Secretary of the Association. Helen Koenig, secretary to Judge John C. Coughenour of Seattle, Washington, is our new Secretary. Congratulations and welcome to Helen.

I join Carol in extending my very best wishes to Cleo Stark for the tremendous job she has done over the years as Chairperson of the Legislative Committee. Finding someone with Cleo's drive and dedication will be very difficult, but I will attempt to do so in the next few weeks.

I encourage all of you to show your support of the Association by renewing your membership and banding together to encourage other secretaries who are not now members to become active members of the Association.

It is also hoped that many, if not all of you will be able to join us at the FJSA Conference in Salt Lake City, Utah from October 13-15, 1989. Lael K. Noble and Lois Elder and their Salt Lake City Conference Committee are hard at work preparing for our visit.

Accomplishments and future goals of our Association will be discussed at our business meeting in Salt Lake City. One of our primary goals is still to acquire the JSP-12 Grade Level for secretaries who are now at the top of JSP-11. In addition to that, I wholeheartedly support the idea of amending our Bylaws to allow secretaries to non-Article III Judges membership in the Association. I believe the Bylaws Committee is working on a proposal to be presented to the entire membership for consideration. If you have any thoughts on this proposal, please let me know and I will pass them on to the Chairperson of the Bylaws Committee.

Later in this newsletter you will find a reproduction of a letter dated August 4, 1989 from L. Ralph Mecham, Director of the Administrative Office of the United States Courts, to Ms. Cleo P. Stark, Chairperson of the Legislative Committee, concerning our request for the reclassification of secretaries at the top of JSP-11 to JSP-12. In that letter, Mr. Mecham indicated that the Judicial Resources Committee, chaired by Judge Walter T. McGovern, had charged the Subcommittee on Special Pay Rates with developing a longevity bonus payment program for employees at the top of their target grade. The Subcommittee was asked to make a presentation to the full Judicial Conference at its September meeting. Hopefully, our Legislative Committee will have some information on this presentation before our conference in October.

I recently had occasion to read the August 1989 issue of The Federal Service Monitor. I learned from that publication that the Office of Personnel Management has commissioned the Wyatt Company

to report on the feasibility of implementing market-based pay in the Federal workforce. The publication also reported that the General Accounting Office is examining the locality pay issue. The result of both studies are expected out later this summer.

A lot of irons are in the fire. Come join me in Salt Lake City with your thoughts, ideas, and suggestions. The Association needs your help and support.

JACKIE SQUIRES
President

Following is a copy of the letter from L. Ralph Mecham, Director of the Administrative Office of the United States Courts, referred to in the President's Message:

L. RALPH MECHAM
DIRECTOR
JAMES E. MACKLIN, JR.
DEPUTY DIRECTOR

ADMINISTRATIVE OFFICE OF THE
UNITED STATES COURTS

WASHINGTON, D.C. 20544

August 4, 1989

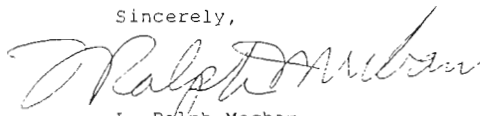
Ms. Cleo P. Stark
Chairperson, Legislative Committee
Federal Judicial Secretaries Association
2300 Pimmit Drive, Apt. 514
Falls Church, Virginia 22043

Dear Ms. Stark:

Judge McGovern asked me to write to inform you of a recent action taken by the Judicial Resources Committee at its June meeting which affects the Federal Judicial Secretaries Association. Your request to have JSP-11 secretaries to Article III judges who have or will reach step 10 reclassified to JSP-12 has been denied. This action was taken in keeping with position classification principles set forth in the Judiciary Salary Plan which require that reclassifications be made on the basis of a change in job duties and responsibilities, not on the basis of having reached the maximum step of the grade. The Committee did charge the Subcommittee on Special Pay Rates with developing a longevity bonus payment program for employees at the top step of their target grade for presentation to the full Judicial Conference at its September meeting.

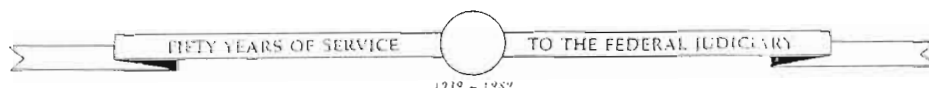
Should you have any questions, please call me.

Sincerely,



L. Ralph Mecham
Director

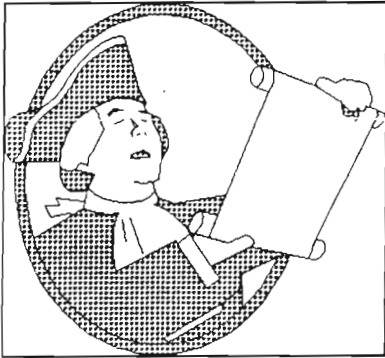
cc: Honorable Walter T. McGovern



LUCKY THIRTEENTH FJSA CONFERENCE

"THIS IS THE PLACE" - SALT LAKE CITY, UTAH

OCTOBER 13-15, 1989



**THIS IS IT! THE FINAL
ANNOUNCEMENT. YOU MUST DO IT
TODAY. YES, TODAY IS THE DAY TO
SEND IN THAT RESERVATION!**

DON'T BE THE ONLY ONE TO MISS IT.

Salt Lake is ready and waiting for you. We have a very special treat this year. Mead Data Central will be hosting a Saturday night banquet at the McCune Mansion. The Mansion is on the Historical Register and not only will we be treated to an elegant banquet but an interesting and informative tour of one of the oldest mansions in the Salt Lake Valley. (Because the Mansion is on the Register there is "no smoking" in that building.) This promises to be a wonderful event and hopefully a highlight of the conference.

ADDITIONAL INFO RE SALT LAKE CITY: The Marriott will guarantee the same rates for two days prior and two days following conference (on an availability basis). There are many interesting sights within walking distance of the Conference headquarters. However, Salt Lake's blocks are "LONG" (7 blocks to a mile) so you may want to bring some comfortable walking shoes.

October is usually fairly mild - 60-70 degrees - however, a light jacket is recommended.

If any of you require specific information about the area, please feel free to call the Salt Lake contingent as we would be glad to help out!

PLEASE NOTE: Because of the Saturday night banquet, we have requested a lighter luncheon on Saturday and the guest charges have been adjusted accordingly. If you have already sent in your reservation, a refund and/or adjustment will be made at the time of registration.

Tentative Program

Friday, October 13 4:00 to 6:00 p.m. - Registration
 7:00 to 9:00 p.m. - Reception (West Publishing)

Saturday a.m. - 8:00 Complimentary Continental Breakfast
 Call to order and introductions
 Welcome - Hon. Bruce S. Jenkins
 Address by AO Director Ralph Mecham
 Carla Erickson: "The Gift Only You Can Give"

Noon Luncheon and "One Song Can Do It"

Saturday p.m. - 1:30 Cleaning and the Working Woman
 Carol Sefren, AO Personnel
 Q&A Session - Ralph Mecham and Carol Sefren

Saturday 4:00 p.m. FJSA Board Meeting - Officers & Circuit Reps

Saturday evening - 6:30 Banquet - McCune Mansion

Sunday a.m. - 8:00 Complimentary Continental Breakfast

Sunday, 9:00 a.m. Tabernacle Choir, Temple Square

Sunday, 10:00 a.m. FJSA Business Meeting (adjournment)

How many?
71 members

SINCE THE NEWSLETTER WITH THE FOREGOING CONFERENCE INFORMATION ONLY GOES TO MEMBERS OF THE ASSOCIATION AND THERE MAY BE NEW MEMBERS WHO HAVE JOINED SINCE JULY OF THIS YEAR, PLEASE LET THESE NEW MEMBERS KNOW OF THE CONFERENCE, AS WE KNOW ONCE YOU ATTEND A CONFERENCE YOU ARE "HOOKED" FOR THE YEARS TO COME!!!!

*****CONFERENCE REGISTRATION DEADLINE: September 22, 1989*****

*****HOTEL REGISTRATION DEADLINE: September 22, 1989*****

SALT LAKE CITY
Marriott

FEDERAL JUDICIAL SECRETARIES ASSN.
1989 Annual Meeting
October 13-15, 1989

75 S. West Temple
Salt Lake City, Utah 84101
(801) 531-0800

Please Reserve _____ Room(s) for _____ Persons.

Name _____

Address _____ Phone _____

City _____ State _____ Zip _____

I will arrive on _____ DAY _____ DATE _____ APPROX. TIME _____

I will depart on _____ DAY _____ DATE _____ APPROX. TIME _____

To avoid duplications of reservations, please submit only one card when sharing accommodations with one or more individuals.

Names of Persons Sharing Accommodations

Please be sure your reservation reaches the Hotel 14 days in advance to ensure your accommodations. Otherwise rooms will be provided on a Space Available basis only.

Check Out time is 1:00 p.m. — Rooms may not be available for Check in until after 3:00 p.m. Complimentary limousine leaves airport for hotel from baggage claim area every 20 minutes.

- Hold my room until 6 p.m. only. No deposit required.
 Guarantee my room for late arrival. ADVANCE DEPOSIT OF ONE NIGHT'S ROOM AND TAX ENCLOSED.
 Guarantee my room for late arrival through my company.

Name/Firm _____

Address _____

City _____ State _____ Zip _____

- Guarantee my room for late arrival through the following credit card:

American Express Card # _____ Exp. _____

Other # _____ Exp. _____

Signature _____

Single Room	\$ 54.00
Double Room	\$ 64.00
	\$
Triple	\$ 74.00
	\$

Reservations due by: September 22, 1989

**SALT LAKE CITY MARRIOTT PROVIDES SHUTTLE SERVICE
FREE OF CHARGE
FROM THE AIRPORT TO THE HOTEL**

DELTA AIR LINES has offered our group special rates: 40 percent off their unrestricted coach fare, or 5 percent off their lowest discounted supersaver fare. Travel arrangements: 1-800-221-1212, refer to File No. U19057.

AMERICAN AIRLINES offers all AARP Members automatic 10% off lowest fare--Call: (800) 433-7300.

MORRIS AIR SERVICE 1-800-444-5660 has special rates for those traveling from the West Coast to Salt Lake (Los Angeles - \$69 one way); (San Francisco - \$79 one way); AND (Denver - \$49 one way) via **BRANIFF AIRLINES**

CONFERENCE REGISTRATION FORM
October 13-15, 1989

NAME: _____

SECY TO JUDGE: _____

COURT ADDRESS: _____

TELEPHONE: _____ FTS: _____ HOME: _____

I plan to attend the 1989 Conference in Salt Lake City, Utah,
and enclose my registration fee (includes Friday night
reception, continental breakfasts (Saturday and Sunday),
and Saturday luncheon) \$25.00

I plan to attend the Friday night reception (October 13)
from 7:00 p.m. to 9:00 p.m. Yes _____ No _____

I will bring _____ guest(s) to the Friday reception and
enclose \$5 per guest. (Local members are encouraged to
invite their judges as guests of the Association.) \$ _____

I will bring _____ guest(s) to the Saturday luncheon and
enclose \$10 per guest \$ _____

I will bring _____ guest(s) to the Saturday evening
banquet and enclose \$20 per guest \$ _____

TOTAL ENCLOSED \$ _____

NAME(S) OF GUEST(S) FOR NAME TAGS AT RECEPTION: _____

NAME(S) OF GUEST(S) FOR NAME TAGS AT LUNCHEON: _____

NAME(S) OF GUEST(S) FOR NAME TAGS AT SATURDAY BANQUET: _____

Please make checks payable to Susan Doty, Registrar, and mail your check
together with this form as soon as possible, but no later than September
22, 1989, to:

Susan Doty, Registrar
c/o Hon. David Sam
148 U.S. Courthouse
350 South Main Street
Salt Lake City, UT 84101

Federal Judicial Secretaries Association

TREASURER'S REPORT -- FISCAL YEAR 1988-89 STATEMENT OF INCOME AND EXPENSES AS OF JUNE 30, 1989

BALANCE BROUGHT FORWARD JUNE 30, 1988 \$11,064.60

INCOME

Dues	\$6,420.00	
Interest Earned	618.19	
Registration Fees Nov. 88	2,667.65	
Conference	_____	
		<u>9,705.84</u>
		\$20,770.44

EXPENSES

Newsletters

Printing (Aug. 88)	407.50	
(Nov. 88)	507.99	
(Jan. 89)	389.55	
(Ballots)	230.32	
(June 89)	<u>525.79</u>	\$2,061.16
Postage		780.00
Postage Meter Rental		171.75

1988 Conference Expenses

The Lafayette Hotel, Boston, MA		5,101.13
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Circuit Rep. and Officers

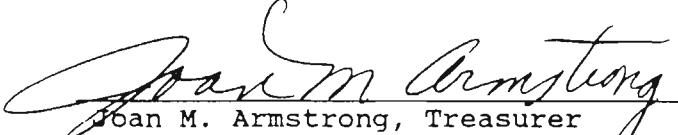
Postage		427.07
Travel Allowance 1988 Conference		2,800.00

Miscellaneous

Bank Account Charges	20.00	
Membership Cards	72.50	
Stationery	72.53	
Gavels	30.00	
Cancelled Membership	10.00	
Advance for Salt Lake City Conference	<u>200.00</u>	
		<u>11,746.14</u>
		\$ 9,024.30

BALANCE IN CHECKING ACCOUNT AS OF JUNE 30, 1989	\$ 1,000.00
BALANCE IN SAVINGS ACCOUNT AS OF JUNE 30, 1989	<u>\$ 8,024.30</u>
	\$ 9,024.30

I hereby certify that the above amounts are true and correct to the best of my knowledge.


 Joan M. Armstrong, Treasurer
 Fed. Judicial Secretaries Assoc.

Around the Circuits

SECOND CIRCUIT

Maria Candelaria, Representative:

OLGA MORGAN, secretary to Judge Edward R. Korman, E.D.N.D.Y., retired June 30, 1989. Olga is planning to do some of the things that she always wanted to do but never had the time. Among other things, she plans to travel and continue her studies. Our best wishes go to Olga for a happy and healthy retirement. We will all miss her.

BARBARA SHIMEK is Judge Korman's new secretary. Barbara was Staff Assistant Supervisor in the United States Department of Justice, Organized Crime Strike Force Division. We all welcome Barbara aboard and hope that she will find her new position rewarding and challenging. Congratulations, Barbara, and join the force!

NANCY PURNELL, secretary to Chief Judge Thomas C. Platt, E.D.N.Y., reports that during the Annual Meeting of the Federal Judges Association held in Washington, D.C., May 21-24, 1989, Chief Judge Platt brought up the subject of judicial secretaries' salaries. His presentation of our financial plight was successful: the Board of Directors of the Association voted that the FJA recommend to the Judicial Conference of the United States that the Pay Grade Schedules be modified to allow secretaries of Article III Judges to attain Grade JSP-12.

EIGHTH CIRCUIT

Helen Monteith, Representative:

C. R. "BOB" LARSON retired as secretary/court reporter to Judge Fred J. Nichol on July 1, 1989. Bob had been with the federal system since 1956 and was a long-time member of FJSA. We wish him well.

ELEVENTH CIRCUIT

Joan Butler, Representative:

As the new Eleventh Circuit Representative, I want to first say big THANK YOUS to outgoing President CAROL HAFNER who did a splendid job for the Association and our circuit, and to MARGARET COSTA who represented our circuit the last two years. Margaret worked extremely hard, and with help from many of you, increased membership and interest in our Association.

We extend best wishes to SIDNEY P. MOSLEY who retired as secretary to Judge E. B. Haltom, Jr. on July 1

after 20 years service in N.D. Alabama. She plans to travel and eventually move to Dallas, Texas. We all wish Sidney a happy retirement.

I was surprised and delighted to receive the first check for membership from NONA SHEAKS! Nona moved to Hutsville, Alabama from Atlanta several months ago and resigned her position as Chief Judge Roney's secretary in his Atlanta office. She is Sidney's replacement in Judge Haltom's office. Nona, we are excited to have you back in our judicial family.

A warm welcome to JOYCE EDWARDS in Judge Spellman's chambers, S.D. Florida. She replaced GLORIA CZERNIEC who resigned. We will miss Gloria and wish her well. We look forward to Joyce joining FJSA.

I look forward to serving as your circuit representative. Please keep me informed of personnel changes so that we can keep a current mailing list of eligible secretaries. Also send items for the Newsletter. And don't forget to renew/join for '89-'90.

FEDERAL CIRCUIT

Pamela S. Dambrava, Representative:

I object! We all do, but after all these years, CLEO STARK is retiring. Who will ever replace her as Chairperson on the Legislative Committee where she has worked like a jackhammer for seven l-o-n-g years (1982-89)? Cleo has leapt tall buildings in a single bound. We should all remember Cleo most appreciatively for the time and effort she spent at OUR request for a reclassification to JSP-12.

But Cleo has overruled our objections herself. A brunching at the Mustache Cafe, we had an opportunity to bid adieu and to tell her how much we will miss her. EUGENIA BURCH has now entered her appearance and we welcome her as Cleo's successor, not in home court, but in Birmingham, Alabama, where Judge Edward S. Smith has taken senior status.

In a job where seconds count, BRENDA MUELLER starts as Chief Judge Markey's second secretary.

I have heard that the concentration of salt in the Great Salt Lake makes it impossible to sink. This will be my first FJSA Conference, and I expect to remain buoyant whether the order of the day is sightseeing or margaritas. Either way, I hope to float into you there.

<p>REMINDER: Deadline for November 1989 issue is <u>November 15, 1989</u>.</p>

DUES FOR ALL RENEWALS/NEW MEMBERS ARE NOW DUE

FOR YEAR BEGINNING JULY 1, 1989, AND ENDING JUNE 30, 1990

Please renew your membership for the coming year, or become a new member of FJSA, by completing the form on this page and mailing it to your circuit representative, together with your check in the amount of \$10 made out to the Federal Judicial Secretaries Association. Names of 1989-90 circuit reps with their addresses and telephone numbers are listed on the last page.

FEDERAL JUDICIAL SECRETARIES ASSOCIATION
Membership Application
July 1, 1989--June 30, 1990

PLEASE SEND TO YOUR 1989-90 CIRCUIT REPRESENTATIVE (see last page):

Enclosed is my check for \$10 (payable to FJSA)
to become a NEW member (____) in FJSA; or
to RENEW (____) my membership in FJSA.

NAME: _____
OFFICE ADDRESS: _____
TELEPHONE: FTS _____ COMMERCIAL _____
COURT: _____
JUDGE: _____

Please check if interested:

I would like to be of assistance in some capacity in FJSA.

[Note: The Standing Committees are Bylaws, Legislative, Nominations & Elections. Also, when needed, the President appoints an Audit Committee, as well as Tellers to receive returns on Bylaws changes and Election returns.]

From Our Past President . . .

The Executive Board of the FJSA is very pleased to announce that HELEN KOENIG is the new Secretary of our Association. SUE LONGLEY has accepted a position with private enterprise and therefore had to step down. We all wish Sue well and still hope to see her in Salt Lake City in October. Welcome and congratulations, Helen!

Because CLEO STARK had not officially announced her intentions to retire prior to the printing of our last Newsletter, I was unable to mention it. Hers will be extremely difficult shoes to fill. She has worked so hard for so long as the Chairperson of the Legislative Committee and has made such great strides in our behalf. I'm certain I speak for the entire membership in saying thank you, Cleo, for an exceptionally well done job. As for myself, personally, I could not have survived this past year without you.

CAROL HAFNER
Past President

1989-90 OFFICERS AND CIRCUIT REPRESENTATIVES

PRESIDENT ----- Jackie Squires, c/o Judge Harry Pregerson, 312 N. Spring St., Los Angeles, CA 90012. FTS 798-5258--[213-894-5258].

PRESIDENT-ELECT- Sharon Watts, c/o Chief Judge William J. Holloway, Jr., P.O. Box 1767, Oklahoma City, OK 73101. FTS 736-4866--[405-231-4866].

VICE PRESIDENT-- Susan Scobie, c/o Judge Robert M. Takasugi, 520 U.S. Courthouse, 312 N. Spring Street, Los Angeles, CA 90012. FTS 798-2370--[213-894-2370].

SECRETARY ----- Susan E. Longley, c/o Chief Judge Levin H. Campbell, 1618 McCormack Post Office & Courthouse, Boston, MA 02109. FTS 223-9002--[617-223-9002].

TREASURER ----- Joan M. Armstrong, c/o Chief Judge Murray M. Schwartz, Lockbox 44, 844 King Street, Wilmington, DE 19801. FTS 487-6355--[302-573-6355].

Circuit
Representatives:

1st CIRCUIT ----- Dale Berthiaume, c/o Judge Joseph L. Tauro, 1615 McCormack Post Office & Courthouse, Boston, MA 02109. FTS 223-9288--[617-223-9288].

2d CIRCUIT ----- Maria Candelaria, c/o Judge Raymond J. Dearie, 225 Cadman Plaza East, Brooklyn, NY 11201. FTS 656-7536--[718-330-7536].

3d CIRCUIT ----- Helen R. Leonard, c/o Judge James McGirr Kelly, 8614 U.S. Courthouse, 601 Market Street, Philadelphia, PA 19106. FTS 597-5863--[215-597-5863].

4th CIRCUIT ----- Connie Frazier, c/o Judge Matthew J. Perry, Jr., 1845 Assembly Street, Columbia, SC 29201. FTS 677-5408 [803-765-5408].

5th CIRCUIT ----- Penny Blum, c/o Judge Marcel Livaudais, Jr., C-313 U.S. Courthouse, 500 Camp St., New Orleans, LA 70130. FTS 682-3797--[504-589-3797].

6th CIRCUIT ----- Margaret M. Prybys, c/o Judge Ralph B. Guy, Jr., P.O. Box 7910, 200 East Liberty St., Suite 226, Ann Arbor, MI 48107. FTS 378-2773--[313-668-2773].

7th CIRCUIT ----- Peggy Schmitz, c/o Chief Judge Robert W. Warren, 364 U.S. Courthouse, 517 East Wisconsin Ave., Milwaukee, WI 53202. FTS 362-1475--[414-291-1475].

8th CIRCUIT ----- Helen F. Monteith, c/o Judge Bruce M. Van Sickle, P.O. Box 670, Bismarck, ND 58502. FTS 783-4293--[701-250-4293].

9th CIRCUIT ----- Cordelia Sherland, c/o Judge William P. Gray, 125 S. Grand Ave., Suite 205, Pasadena, CA 91109. FTS 961-7902--[818-405-7902].

10th CIRCUIT ---- Lael K. Noble, c/o Judge J. Thomas Greene, 222 U.S. Courthouse, 350 S. Main St., Salt Lake City, UT 84101. FTS 588-5646--[801-524-5646].

11th CIRCUIT ---- Joan Butler, c/o Judge John C. Godbold, P.O. Box 1589, Montgomery, AL 36102. FTS 534-7210--[205-223-7210].

D.C. CIRCUIT ---- Mary Rose Udstuen, c/o Judge Douglas Ginsburg, U.S. Courthouse, 3d & Constitution Ave., N.W., Wash., DC 20001. FTS 535-3356--[202-535-3356].

FED. CIRCUIT ---- Pamela Dambava, c/o Judge Wilson Cowen, 717 Madison Place, N.W., Suite 602, Washington, DC 20439. FTS 633-5832--[202-633-5832].

Newsletter ----- Marty Dore, c/o Judge Alan E. Norris, 103 U.S. Courthouse, 85 Marconi Blvd., Columbus, OH 43215. FTS 943-2592--[614-469-2592].
Editor



Newsletter

Federal Judicial Secretaries Association

103 U.S. Courthouse
85 Marconi Boulevard
Columbus, Ohio 43215

November 1989
Vol. 17
No. 2

PRESIDENT'S MESSAGE

Lael Noble and Lois Elder, Co-Chairpersons, and their committee are to be commended for a wonderful conference in Salt Lake City, Utah, October 13-15, 1989. The report on the conference is elsewhere in this newsletter. I offer my special thanks to Helen Koenig, our FJSA secretary, for an outstanding report.

Change of plans--our 1991 conference is changing locations. Because of the damages resulting from Hurricane Hugo, Puerto Rico will not be able to handle the conference. They have, however, God and Nature willing, agreed to host the 1992 conference. At the conference in Salt Lake City, the Los Angeles contingency, headed by Susan Scobie, our vice president, offered their services and accepted the challenge to host the 1991 conference. So our 1991 conference will be somewhere in Southern California, possibly the San Diego area or in the Orange County area.

Following my message here in the newsletter are the names of the kind volunteers who have agreed to serve on our committees for the coming year. In some instances, these ladies have served on the respective committees for years, and I, personally, want to thank them for their dedication to the cause.

A reminder to all members: we are in need of names of people who are willing to serve in an official capacity in the coming years. If you are interested or know of someone who might be interested, please contact Esther Krisman, our new chairperson of the Nominations and Elections Committee at FTS 798-3280 or me at FTS 798-6258.

Start planning now for Memphis--October 5, 6 and 7, 1990.

Jackie Squires
1989-1990



Happy

HOLIDAYS

REPORT ON FJSA CONFERENCE IN SALT LAKE CITY

October 13-15, 1989

By Helen Koenig, Secretary

This indeed was a "Lucky" Thirteen FJSA Conference for good fortune did shine down on those of us able to attend--good fortune in that the weather was beautiful (close to 80 degrees), the people in Salt Lake City were delightfully warm and friendly, and the Conference was wonderful. Tremendous thanks to the Salt Lake City Conference Committee: Lael Noble and Lois Elder, Co-Chairpersons, and to Majken Bood, Norrine Gardiner, Candice Bradshaw, Susan Doty, Vicki Johnson, Merrie Lynch, Fern Nichols and Joann Omer.

The Marriott put on its "best bib and tucker" for us, and the Conference began on Friday night with a wonderful reception with abundant and beautifully presented food and drink, sponsored by West Publishing Company. Karen Miller at the piano furnished lovely background music which was a special touch to the evening.

On Saturday, following a continental breakfast and call to order by outgoing president Carol Hafner, Candice Bradshaw introduced her boss, The Honorable Bruce S. Jenkins, Chief Judge of the United States District Court, District of Utah, who made the welcoming address. His address was warm and interesting and included history of the State of Utah. He suggested we take time to enjoy the city and the people. During his address he complimented the secretaries, saying that we were all clever and competent judges' secretaries. Judge Jenkins touched on a bit of history of the judiciary and spoke on how interdependent we are on each other, who could, on their own, he said, produce our system of law by ourselves. Everyone truly enjoyed his address.

Next, L. Ralph Mecham, Director of the Administrative Office of the U.S. Courts, spoke. Mr. Mecham indicated he is a native of Utah and that his hometown is Salt Lake City. He spoke of the judges' secretaries being a key group in the judiciary, competent without holding an MBA from Harvard. He said the Administrative Office is a service agency and gave his view from the AO, saying that the AO must administer all new programs coming from Congress. He indicated that we are all in for some major challenges and everyone will have to be even more efficient than we already are; that we can plan on more workload as there are increased caseloads in all the courts with the sentencing guidelines just beginning, more complex and multidefendant cases being filed, and the new Drug Act.

One of the things Mr. Mecham mentioned of particular interest to us is the incentive program which is being considered but not yet approved. He indicated the AO has had an incentive program for some years. It will come to the judicial employees in the way of a bonus.

Following a break, speaker Karla Erickson was introduced. She is a freelance writer, has authored four books and published two songs. She spoke on "Gifts Only You Can Give." She talked of how important her grandparents were to her and how they influenced her life, how she has tried to pass this on to her children, and how important it is to preserve family history. She suggested that one way one can do so is by albums or memory books, and she showed several beautiful books that she had put together. She said when she reached her 40th birthday she wanted to do something for her close

friends, so she invited seven of her friends for lunch and told them how much it meant to her that they had touched her life. She also presented each friend with a memory book of pictures and letters recounting her friendship with that person. She concluded her address by suggesting that we take time to give our friends and family a "gift of a warm thought."

A lovely lunch was then enjoyed and we were entertained in marvelous fashion with clever monologues and piano tunes by Marie Brown, 80 years young. At the close of lunch, we were each given a gift of a "warm thought" from the Conference Committee consisting of an album in which we could put our own memories. The Conference Committee must have burned a lot of midnight oil making these beautiful albums; they had sewn a pretty, patterned cloth cover on each album with a padded heart in the middle, trimmed in lace.

The afternoon session convened with speaker Don Aslett who referred to himself as the "Don Juan of the John." He owns a company, with offices in a number of states, which does professional housecleaning. The subject of his talk was "Life After Housework." He has written such books as Is There Life After Housework and Clutters Last Stand. He said cleaning is the oldest profession--even before prostitution. He told us he is constantly amazed by what people keep for years and years. He has found in his travels that professional housecleaners don't get any respect, so he carries a white commode suitcase with him wherever he goes--to all the best hotels--and said it's amazing how fast you can be waited on when you walk into a hotel lobby carrying one. He entertained us with many items from his suitcase, the blue ribbon going to an item made of what appeared to be heavy cloth or canvas, with about six straps with

buckles, which he said he recovered when cleaning a house. Guesses as to what it might be included a sling for a broken arm, a back pack, and something in which to carry a baby. He finally revealed that it was actually a goat brassiere, used on a farm on a mother goat following birth of her kid to keep her bag of milk from dragging on the ground. He was a wonderfully funny and entertaining speaker.

Following the afternoon break, Carol Sefren, Chief of the Judicial Officers Branch of the Administrative Office, spoke on personnel matters. She began by saying that effective January 1, 1990, judicial employees would be getting a 3.6% cost of living raise.

She next stated that the U.S. Judicial Conference had passed a longevity bonus program. To qualify, employees must be in the tenth step of their grade. The bonus is applicable only to permanent employees, and the employees must have 52 continuous weeks of service in the tenth step (of any grade) and five years of service with an efficiency rating of good or better in order to qualify for the bonus. It will not be automatic; in our case, we will have to have our judge write a letter each year in order for us to get a yearly bonus. Carol said that if you are in the tenth step of Grade 11, the bonus would be one-third of the within-grade increase, or about \$335. It will be given on the anniversary date of your WGI. Unfortunately, the program cannot be implemented yet because there is no funding available, but the AO is optimistic it will be in 1990.

Carol mentioned that the judiciary may soon be able to go outside the government for the services of temporary help. The program cannot be implemented yet because of lack of funding. She then

went into an extensive discussion of the changes in qualifications for law clerks. The policy and procedure governing these qualification changes will be issued by the AO soon.

On Saturday evening we took a carriage ride, vintage 1890, to the McCune Mansion for a reception and dinner, sponsored by Mead Data Central and Mrs. Amy Anderson, and a tour of the mansion. It was a wonderful evening.

On Sunday, following a continental breakfast, we walked over to the Mormon Tabernacle to hear the Choir broadcast. The Tabernacle is breathtakingly beautiful. The music of the 300-member choir was beautiful and our presence was graciously acknowledged by the announcer. It was a wonderful way to start a bright Sunday morning.

The general meeting of the membership followed and was called to order by President Jackie Squires. Jackie indicated that we had a good turnout. Following introduction of the officers at the head table, the treasurer's report was given by Joan Armstrong. Joan reported a balance as of June 30, 1988 of \$20,770.44 and expenses of \$11,746.14, leaving a balance in the account as of June 30, 1989 of \$9,024.30.

Jackie reported that Cleo Stark, Chairperson of the Legislative Committee, had lost her husband during surgery and that the Association had made a contribution in the amount of \$50 to the Wesley G. Stark Memorial Fund of the YWCA National Capital Area. A letter of thanks was read from the YWCA and Cleo extended her personal thanks to the FJSA for the contribution.

Cleo then gave her Legislative Committee report. She reported that in June the Administrative Office advised that they had not recommended

adoption at this time of our request to increase the secretarial grades and then in August was advised that the Judicial Resources Committee had denied our request. She also mentioned that the Subcommittee on Special Pay Rates was developing a longevity bonus payment program for employees at the top step of their target grade.

During our Conference, Jackie and Cleo had an opportunity to discuss our salary situation with Mr. Mecham. He was not aware of our request and asked for data to be supplied to him so that he could look into the matter. We are awaiting his response.

Carol Vinson, Chairperson of the 1990 FJSA Conference, reported that the Conference will be in Memphis on October 5, 6 and 7, 1990, at the Peabody Hotel. The room rate will be \$68 per night. She said they are all excited about our coming, so save those pennies for Memphis.

Jackie recognized the presence of past presidents Lois Stewart, Carol Hafner and Margaret Mura. She also acknowledged all of the retired secretaries in attendance: Ann Balough, Kathleen Durflinger, Catherine Lally, Merrie Lynch, Evelyn McElroy, Margaret Mura, Clara Napoleon, Fern Nichols, and Nancy Walsh.

Jackie stated that the 1991 FJSA Conference in Puerto Rico may not take place because of Hurricane Hugo and other problems. She indicated she would contact them, but said that in the meantime Vice President Susan Scobie stated that as an alternative the secretaries from Los Angeles would be willing to handle the 1991 Conference, possibly in San Diego or the environs of Los Angeles. This alternate location was approved by the membership.

It was announced that the Nominations Committee Chairperson is now going to be Esther Krisman of Los Angeles, and Esther has asked that anyone interested in running for office contact her or Jackie.

The question of offering sustaining membership in our Association to Mead Data Central (Lexis) and West Publishing Company was brought before the membership. Jackie said that interest has been expressed by these companies for such membership but that it will require amendment to the By-Laws. After discussion, during which possible problems involving conflict of interest were mentioned, the President indicated that the matter would be tabled and requested and received approval from the membership to have the By-Laws Committee research the matter of sustaining memberships in our Association.

The meeting was adjourned at 11:05 a.m. It was a wonderful conference--very upbeat and filled with warmth and friendliness.

Helen Koenig, Secretary

Message from President-Elect -

We, the jury, find the defendant, the Salt Lake City Committee, **GUILTY**--guilty of showing all the attendees of the 13th Annual FJSA Conference an absolutely **fabulous** time. For anyone who missed it--well, you missed a lot. I won't go into detail, but let me tell you, we had as much fun as anyone can have and still stay within the limits of the law!

At the Board Meeting, discussion was held concerning our attempts to obtain JSP-12 grade increases for secretaries. Although there is nothing new to report at this time, we will continue our efforts and ask for each member's support. We are attempting to have the grades of those secretaries at the top of the JSP-11 grade raised to JSP-12. This may not affect everyone at this time, but it will eventually. Thus, we need everyone's help in our attempts to attain this objective. Be watching future issues of the Newsletter to see how YOU can make a difference!

E. Sharon Watts

NOMINATIONS AND ELECTIONS COMMITTEE

Esther Krisman, Chairperson

Los Angeles, California

FTS # 798-3280

Comm. # 213-894-3280

Joan Connors

Miami, Florida

FTS # 350-4848

Comm. # 305-536-4848

Agatha Ellis

Atlanta, Georgia

FTS # 242-3880

Pamela Monahan

Milford, Connecticut

Comm. # 203-878-9370

Mary Margaret Nonn

Alton, Illinois

FTS # 277-6404

Comm. # 618-463-6404

Becky H. Fitzhugh

Little Rock, Arkansas

FTS # 740-5521

Comm. # 501-378-5521

LEGISLATIVE COMMITTEE

Cleo Stark, Chairperson*

Falls Church, Virginia

Comm. # 703-560-1986

Josephine Pizza

Washington, D.C.

FTS # 633-6575

Comm. # 202-633-6575

Mary Duffy

White Plains, New York

FTS # 887-9567

Comm. # 914-683-9597

Crystal Krueger

Houston, Texas

FTS # 527-0462

Comm. # 713-221-9462

Susan Orfanos

Little Rock, Arkansas

FTS # 740-5682

Comm. # 501-378-5682

Dottie McCoy

Los Angeles, California

FTS # 798-5147

Comm. # 213-894-5247

Nancy Thomas

Greensboro, North Carolina*

FTS # 699-5356

Comm. # 919-333-5356

* Serving on a temporary basis until a permanent chairperson can be drafted.

BY-LAWS COMMITTEEDoris Brown, Chairperson

Washington, D.C.

FTS #535-3488

Comm. # 202-535-3488

Jean Shrader

Atlanta, Georgia

FTS # 242-6836

Comm. # 404-331-6836

Joan Butler

Montgomery, Alaama

FTS # 534-7210

Comm. # 205-832-7210

Dorothy McRee

Reno, Nevada

FTS # 470-5111

Comm. # 702-784-5111

Catherine Bruckbauer

South Bend, Indiana

FTS # 333-8791

Comm. # 219-236-8791

Victoria Wager

Cheyenne, Wyoming

FTS # 328-2885

Comm. # 307-772-2885

EIGHTH CIRCUITHelen Monteith, Representative:

That really was "THE PLACE"--I hope everyone had as good a time as I did. I had misgivings about going alone, but now I wish I had gone a couple of days before conference as so many others did. I can say to each of you--attend a conference--you will immediately start to plan for the next one.

Becky Fitzhugh, Brenda King and I were the only ones from the Eighth Circuit. I hope many more will attend next year in Memphis. The places chosen for the conferences are great--but more important is the getting together, talking over problems and how to solve them.

PLEASE each of you in the Eighth Circuit who are members, talk to any secretary who isn't a member and get them to join. If we can get our membership up, it is bound to be advantageous to every judicial secretary.

Now back to the conference. West Publishing Company and Mead Data Central were wonderful hosts. The Salt Lake City committee, consisting of only ten members, had prepared entertainment, packets of useful gifts, and made a "memory book" for each of us. We learned a lot, had a good time and certainly enjoyed each other. It was my first conference, but I am most anxious to go again.


Try it--you will like it!

TENTH CIRCUITLael Noble, Representative:


The Salt Lake City Committee for the 1989 Annual Conference gives a big **THANKS** to all who attended and helped to make the conference such a huge success. Numerous letters of accommodation have been received and we **THANK YOU!!!!** In fact it was so much fun, we may do it again one of these days!

A big welcome is extended to **MARTY MILES** who is now working with Joann Omer in Judge Anderson's Court of Appeals office. Marty has moved around the western states and settled in Salt Lake City about three years ago. She is married and has two children, a daughter who is a flight attendant for United Airlines, and a son in high school. **WELCOME, MARTY!!**

The Tenth Circuit is not 100% enrolled in FJSA as yet--we have 44 out of a possible 66 members. You members in the various district and circuit courts **HELP, HELP**. Let's work on getting our 100%. Contact those in your buildings and encourage them to join.



Around the Circuits


SECOND CIRCUITMaria Candelaria, Representative:

At the 14th Annual Award Ceremony of the Second Circuit Merit Awards Program, **FRANCES D. WASSERMAN**, secretary to Judge Wilfred Feinberg since 1977, was presented a Special Act Award by L. Ralph Mecham, Director of the AO, in recognition of her exceptional service to Mr. Mecham in his capacity as Secretary to the Judicial Conference of the United States.

Also at the ceremony judicial secretaries circuit-wide with 20 years or more of exemplary service to a federal judge received certificates. **MARGARET T. CLARE**, secretary to Judge Irving Ben Cooper (S.D.N.Y.) for 25 years and **ROBERTA THOMAS**, secretary to Judge Constance Baker Motley (S.D.N.Y.) for 20 years, were honored.

ELEVENTH CIRCUIT

Joan Butler, Representative:

I'm sure that elsewhere in this newsletter there are reports about our meeting in Salt Lake City. The host committee there was superb. I wish all our secretaries could have gone. It was really a great meeting. Please plan to attend in Memphis which is not so far away. If you go once, believe me, you'll try not to ever miss again.

For all of you who have sent in your membership dues, THANKS. Please ask around your courthouse and encourage all the secretaries to JOIN NOW. I think we are making progress on the Grade 12. We can find strength in numbers. So please join us.

FEDERAL CIRCUIT

Pamela S. Dambrava, Representative:

Our contingent at the FJSA Conference was amazed at the delectable dinners served in the Salt Lake City Jail. There we sat, behind bars, marveling at what a good job the Salt Lake City Conference Committee had done. The converted jailhouse restaurant was a clincher to a day that started with our listening to the Mormon Tabernacle Choir, a major highlight of the several days of royal treatment. All of us were awed by the natural beauty of the mountain scenery in the Salt Lake area, and all of us did agree with Brigham Young's motto, which provided a theme for the conference, that "This is the Place."

Meanwhile, back at the court, we welcome NANCY BRADLEY who joined our ranks as secretary to Judge Nies. LOIS STEWART who retired, having distinguished herself as President of FJSA from 1985-1986, and as the lady who never missed a dance at the Potomac River Jazz Club functions, won't let hitting the road stop her from hitting the floor. Lois said goodbye to us at a luncheon at the Mustache Cafe, but stayed in the swing of things by joining our Salt Lake group.

To illustrate the contribution our retired members make, consider that CLEO STARK is still championing the cause of elevating our jobs to the JSP-12 level.

Happy holidays to every judicial secretary, and to every judicial secretary who is not a member of FJSA, pony up! It's a big reward for a small investment. That way, we can all meet in Memphis next year.

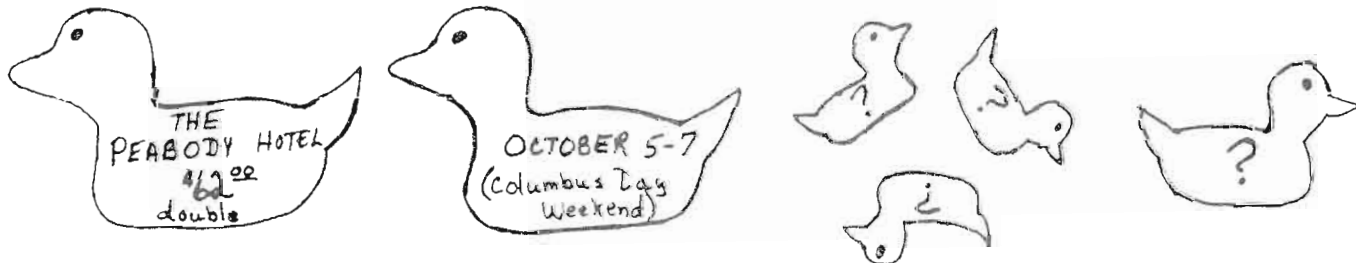
R E M I N D E R
The deadline for the February 1990 newsletter is January 19.



MEMPHIS CONFERENCE UPDATE

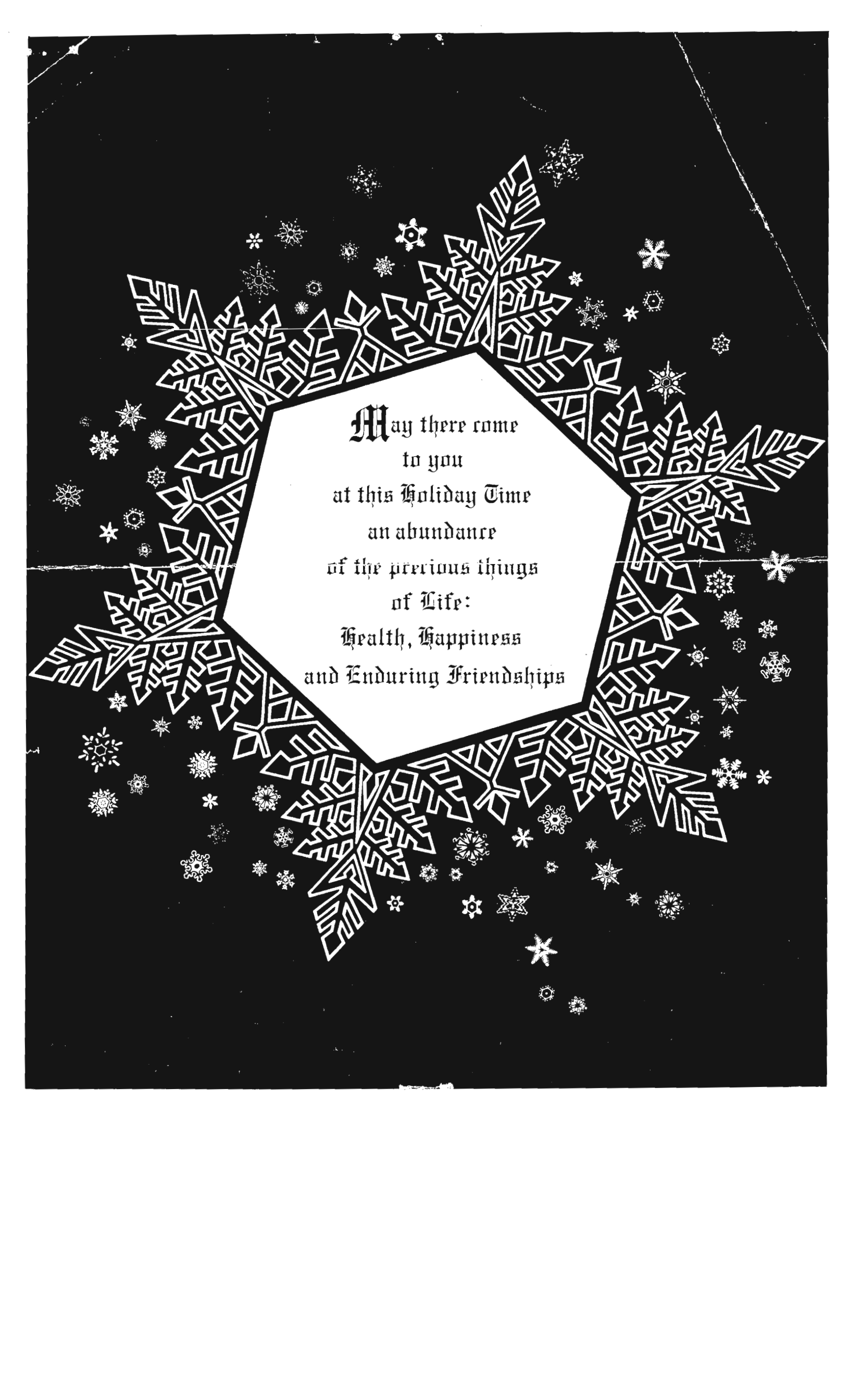
We had such a wonderful time in Salt Lake City and thank those girls for all their hard work and their hospitality. It seemed as though we were visiting the South!! And now that I have you thinking about a trip to the South, let me tell you a bit about next year's conference. I mentioned the famous Peabody Ducks in the last newsletter, and as you can see below, we are working hard to get those "ducks in a row" for our next FJSA conference. Watch future newsletters to see how we are doing.

Carol Vinson, 1990 Conference Chairman, Memphis, Tennessee



1989 FJSA CONFERENCE ATTENDEES

Joan M. Armstrong Judge Murray M. Schwartz Wilmington, Delaware	Kathleen Durlinger Retired Chicago, Illinois	Betty Lewis Judge Francis L. Van Dusen Philadelphia, Pennsylvania	R. Ann Neff Judge Juan G. Burciaga Albuquerque, New Mexico	Winifred Taylor Judge Stanley N. Barnes Pasadena, California
Anne Balogh Retired Griffith, Indiana	Rosalie M. Edelstein Judge Shirley Wohl Kram New York, New York	Hazel B. Lewis Judge Roger D. Foley Las Vegas, Nevada	Maxine Ng Judge Ronald S. W. Lew Los Angeles, California	Erma Thomas Judge James P. Churchill Bay City, Michigan
Rema M. Batson Judge Robert McWilliams Denver, Colorado	Lois Elder Judge David K. Winder Salt Lake City, Utah	Christine Lighthall Judge Alfred A. Arraj Denver, Colorado	Fern Nichols Retired Salt Lake City, Utah	Nancy A. Thomas Sr. Judge Eugene Gordon Greensboro, North Carolina
Majken Bood Judge Monroe McKay Salt Lake City, Utah	Becky Fitzhugh Judge Richard S. Arnold Little Rock, Arkansas	Nancy Lippert Judge Avern Cohn Detroit, Michigan	Lael Noble Judge J. Thomas Greene Salt Lake City, Utah	Catherine Thompson Judge Clarence A. Brimmer Cheyenne, Wyoming
Candice Bradshaw C.J. Bruce Jenkins Salt Lake City, Utah	Norrine J. Gardner Sr. Judge Aldon Anderson Salt Lake City, Utah	Jacqueline Logue Judge James D. Todd Jackson, Tennessee	Joann Omer Judge Stephen H. Anderson Salt Lake City, Utah	Mary Rose Udstuen Judge Douglas H. Ginsburg Washington, D.C.
Marjorie Braxman Sr. Judge Collins Seitz Wilmington, Delaware	Judith Gillam Judge Harold L. Ryan Boise, Idaho	Merrie Lynch Retired Salt Lake City, Utah	Josephine Pizza Judge Giles S. Rich Washington, D.C.	Carol R. Vinson Sr. Judge Robert McRae Memphis, Tennessee
Doris Brown Judge Gerhard Gesell Washington, D.C.	Judith Gladstone Judge Robert Boochever Pasadena, California	Everlyn McElroy Retired Whiting, New Jersey	Carmelia Saporita Judge Frank J. Murray Boston, Massachusetts	Nancy Walsh Retired Philadelphia, Pennsylvania
Joan Butler Judge John Godbold Montgomery, Alabama	Carol Hafner Judge Albert Henderson Atlanta, Georgia	Dorothy McRee Judge Howard D. McKibben Reno, Nevada	Susan Scobie Judge Robert M. Takasugi Los Angeles, California	E. Sharon Watts C.J. William Holloway, Jr. Oklahoma City, Oklahoma
Dorothy Butts Sr. Judge Marion Bennett Washington, D.C.	Victoria Hollard Judge Fredrick Heebe New Orleans, Louisiana	Dolores Mignogna Judge Daniel H. Huyett III Reading, Pennsylvania	Cordelia Sherland Judge William P. Gray Pasadena, California	Judith West C.J. Neal P. McCurn Syracuse, New York
Janice Christophel Judge Richard Suhrheinrich Detroit, Michigan	Vicki Johnson Judge Monroe G. McKay Salt Lake City, Utah	Rita Mitts Judge George Arceneaux, Jr. New Orleans, Louisiana	Barbara P. Shuley Judge Harrison L. Winter Baltimore, Maryland	Annelle Wiley Sr. Judge Bailey Brown Memphis, Tennessee
W. Mary Clark Judge John L. Kane, Jr. Denver, Colorado	Brenda King Judge Richard S. Arnold Little Rock, Arkansas	Helen Monteith Sr. Judge Bruce Van Sickle Bismarck, North Dakota	Carole Silver Judge Charles W. Weiner Philadelphia, Pennsylvania	D. Jean Wood Judge Eldon B. Mahon Fort Worth, Texas
Ginny Collins Judge Louis H. Pollak Philadelphia, Pennsylvania	Helen Koenig Judge John Coughenour Seattle, Washington	Carolyn Morgan Judge Harry W. Wellford Memphis, Tennessee	Bobbie Smith Judge James E. Barrett Cheyenne, Wyoming	
Pamela Dambrava Judge Wilson Cowen Washington, D.C.	Catherine Lally Retired Arlington, Virginia	Sandra F. Munn Judge John P. Moore Denver, Colorado	Jackie Squires Judge Harry Pregerson Los Angeles, California	
Barbara DeAngelo C.J. Edward Johnstone Paducah, Kentucky	Colette LeHoux Judge Stewart Newblatt Flint, Michigan	Margaret Mura Retired Bricktown, New Jersey	Cleo Stark Retired Falls Church, Virginia	
Susana S. Doty Judge David Sam Salt Lake City, Utah	Helen Leonard Judge James McGirr Kelly Philadelphia, Pennsylvania	Clara Napoleon Retired Pittsburgh, Pennsylvania	Lois Stewart Retired Washington, D.C.	



May there come
to you
at this Holiday Time
an abundance
of the precious things
of Life:
Health, Happiness
and Enduring Friendships