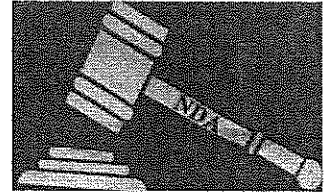




Blacks In Government®
2016 National Delegates Assembly
Atlantic City, New Jersey



RESOLUTION

BIG Endorses H.R. 1557 (*No FEAR Amended*) The Federal Employees Antidiscrimination Act of 2015, That Amends The No FEAR Act of 2002

WHEREAS, the National Organization of Blacks In Government (BIG), was incorporated in 1976, as a 501©3 non-profit organization to, educate and advocate on behalf of federal, state and municipal government employees and today, BIG seeks to represent 2.5 million public and private civil servants by continuing to address discrimination in the workplace and its effect on public service; and

WHEREAS, BIG's Constitutional Goals and Objectives are; (1) to be an advocate of equal opportunity for Blacks in government; (2) to eliminate practices of racism and racial discrimination against Blacks in government; (3) to promote professionalism among Blacks in government; (4) to develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in government; (5) to establish a mechanism for gathering and disseminating information for Blacks in government; (6) to provide a nonpartisan platform on major issues of local, regional and national significance that affect Blacks in government; and

WHEREAS, BIG's Purpose and Mission states respectively; An advocate of equal opportunity and professional development for Black government employees at the local, state and federal government levels and others dedicated to justice for all. Enable all present and future Black employees in local, state and federal governments to have the ability to maximize their career opportunities and provide a mechanism for inclusion, growth and advocacy; and

WHEREAS, on March 24, 2015, U.S. Congressman the Honorable Elijah Cummings (D/MD) and the Honorable Eleanor Norton Holmes, Congressional Delegate for the District of Columbia introduced H.R. 1557 to the House of Representatives with co-sponsors, Congresswoman the Honorable Shelia Jackson Lee (D/TX) and Congressman the Honorable Jim Sensenbrenner (R-Wis.), to amend the Notification and Federal Antidiscrimination and Retaliation Act of 2002, to strengthen Federal antidiscrimination laws enforced by the Equal Employment Opportunity Commission and expand accountability within the Federal government and for other purposes; and

WHEREAS, specifically, H.R. 1557 will require agency Equal Employment Officers to report directly to the agency “Head”, track and report any incidents to Congress where the agency issues discipline to a violator of this legislation and it prohibits retaliation and non-disclosure of claims involving fraud, waste and abuse (<http://tinyurl.com/jtv6k37>); and

WHEREAS, the Honorable Elijah Cummings in support of this legislation stated from the floor of the House (<http://tinyurl.com/nlf8e97>) that in 2012, Federal Employees and job applicants filed 16,000 Complaints alleging discrimination; and

WHEREAS, H.R. 1557 was created with the invaluable assistance of the Coalition For Change (C4C) www.coalition4change.org and with strong support of the Make It Safe Coalition (MISC) www.makeitsafecampaign.org which, includes Blacks In Government, the Federally Employed Women Legal & Education Fund amongst many other whistleblower advocacy organizations; and

WHEREAS, H.R. 1557 passed by a unanimous consensus vote in the U.S. House of Representatives and was amended for the better, as SD-342 in the U.S. Senate Homeland Security and Governmental Affairs Committee on July 12, 2016 to include mandatory “discipline of supervisors based on retaliation against whistleblowers or discrimination” (<http://tinyurl.com/j9lebvc>) and is now pending before the entire U.S. Senate and must be passed by a Unanimous Consent (UC) vote; and

THEREFORE, BE IT RESOLVED,

- (1) The National President of Blacks In Government will write a letter to the Chair of the U.S. Senate and Chair of the Senate Homeland Security and Governmental Affairs Committee asking for full support of this legislation,
- (2) The National President of Blacks In Government will write a letter to the National AE/EEO Chair and to the entire BIG membership expressing the urgent need for each member to contact their perspective Senator asking for support of this legislation being that, passage requires a “UC” vote by the full senate.

Submitted by:

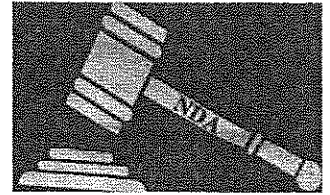
Matthew F. Fogg

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BIG National 2nd Vice President
BIG Region XI - Heritage Chapter President
Chief Deputy United States Marshal, ret.



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RESOLUTION

BIG Endorses Restoration of D.C. Pension Tax Benefit for 40,000 Retired Federal Workers, D.C. Government Employees, Teachers, Police, Firefighters and Veterans

WHEREAS, the National Organization of Blacks In Government (BIG), was incorporated in 1976, as a 501©3 non-profit organization to, educate and advocate on behalf of federal, state and municipal government employees and today, BIG seeks to represent 2.5 million public and private civil servants by continuing to address discrimination in the workplace and its effect on public service; and

WHEREAS, for 57 years retired federal and local government employees living in Washington, DC received a modest tax benefit allowing them to subtract \$3,000 from income when they calculated their local District of Columbia taxes.

WHEREAS, this provision -- known as the "pension benefit exclusion" -- was granted by Congress in recognition of civil servants' public service and the relatively low salaries they receive compared to the private sector.

WHEREAS, the pension benefit exclusion covered approximately 40,000 retired federal workers, D.C. government employees, D.C. firefighters and police officers, D.C. teachers and military service veterans.

WHEREAS, the D.C. City Council repealed the pension benefit exclusion, effective in 2015, as part of a complex tax bill without giving affected seniors notice of the repeal.

WHEREAS, seniors were painfully surprised to discover the loss of this benefit when they filed their tax returns this year.

WHEREAS, concerned citizens have petitioned Mayor Bowser and the D.C. Council to restore the pension benefit exclusion, but their pleas have fallen on deaf ears.

WHEREAS, the pension annuity exclusion remained intact even during the District of Columbia's fiscal nadir in the 1990s, when the city's finances were in shambles. Yet the exclusion was repealed during the District's recent burst of prosperity, when its population and tax base are rising.

WHEREAS, the repeal of this modest benefit is an affront to seniors who are long-time residents of the city. The repeal underscores the perception that as Washington, DC becomes increasingly gentrified, seniors who stuck with the city in its hard times no longer are welcome. While District officials profess to want to preserve the District's economic diversity, repealing the pension benefit exclusion does the opposite.

WHEREAS, other jurisdictions maintain far more generous annuity exclusions. Maryland increased its exclusion (not limited to public employees) from \$27,000 to \$29,000 for 2015. Virginia has an age-based exclusion of \$12,000 beginning at age 65 for singles making less than \$50,000 and less than \$75,000 for married couples.

WHEREAS, a citizen's coalition has formed to fight to bring back the pension benefit exclusion, including the Penn-Branch Citizens/Civic Association; D.C. Federation of Citizens Associations; Baptist Ministers Conference of DC and Vicinity; VFW, DC Chapter; National Association of Retired Federal Employees, DC Chapter; Mary A. Collins, Washington Teachers Union Retiree Chapter; Margaret Hicks, PhD, CPA; Del Robinson, MBA, CPA; and Isaac McRae, MST, EA president, I. McRae, Inc. **Support Document** > <https://cl.ly/2U1m0n2V3h0e>

THEREFORE, BE IT RESOLVED:

In furtherance of its advocacy mission, BIG endorses and supports restoration of the pension benefit exclusion. **Support Document** > <https://cl.ly/2q0O090Y3V1m>

And within 120 days, the National President of Blacks In Government will write letters to the Honorable Muriel Bowser, Mayor of the District of Columbia; the Honorable Phil Mendelson, Chair, D.C. City Council; and the Honorable Eleanor Norton Holmes – Congressional Delegate for the District of Columbia urging immediate restoration of the pension benefit exclusion and is willing to testify in support of the provisions and the need to enact them into law.

Submitted by:

Matthew F. Fogg

Matthew F. Fogg

BIG National 2nd Vice President
BIG Region XI - Heritage Chapter President
Chief Deputy United States Marshal, ret.