

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. Internet, <http://www.fhfb.gov/>.

FEDERAL LABOR RELATIONS AUTHORITY

607 Fourteenth Street NW., Washington, DC 20424-0001
 Phone, 202-482-6560. Internet, <http://www.flra.gov/>.

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
 KIMBERLY A. WEAVER
 DALE CABANISS
 STEVEN H. SVARTZ
 DONALD S. WASSERMAN
 ALICE BODLEY
 SAMUEL A. CHAITOVITZ
 DAVID M. SMITH
 SOLLY J. THOMAS, JR.

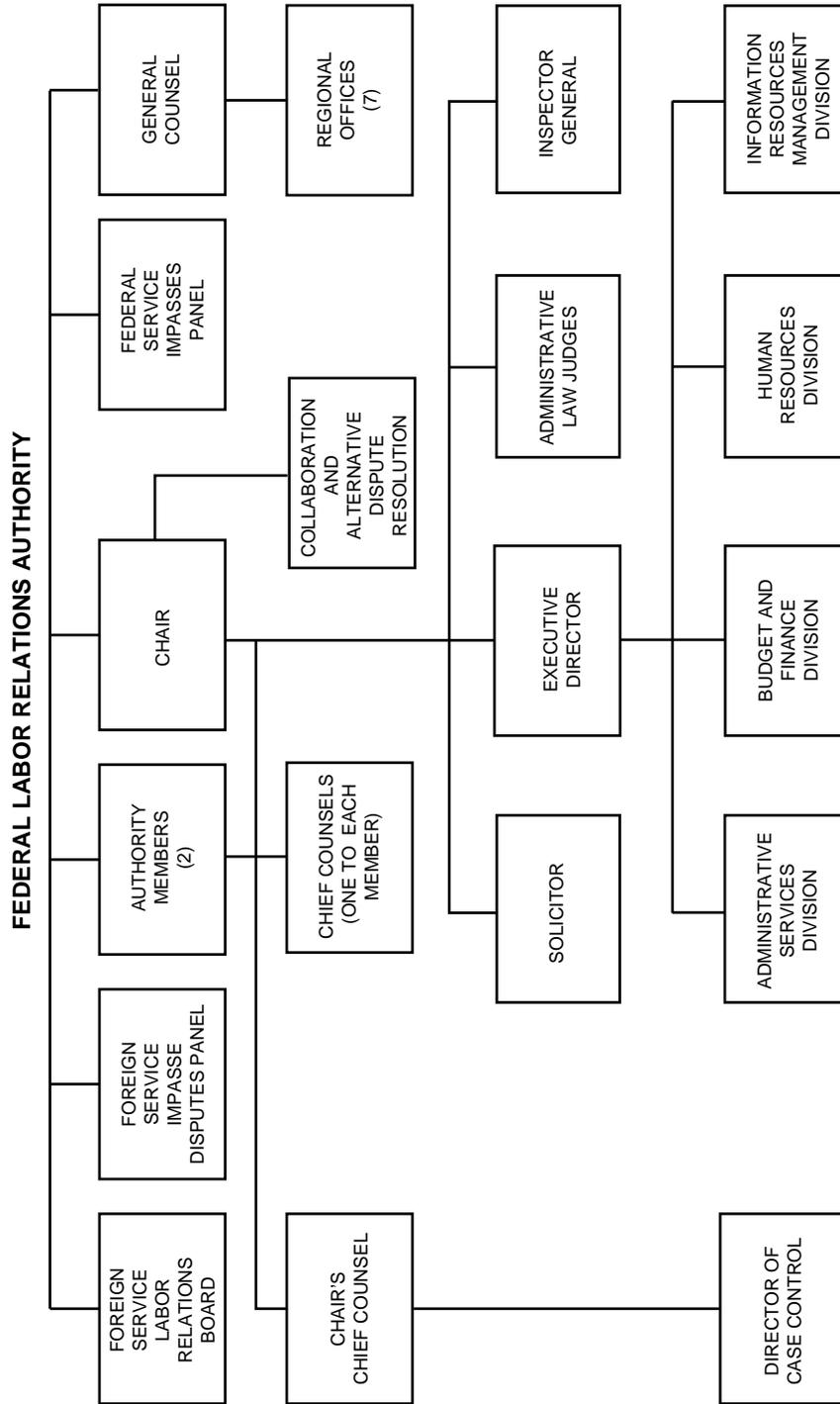
Assistant to the Executive Director	HAROLD D. KESSLER
Inspector General	FRANCINE C. EICHLER
General Counsel	JOSEPH SWERDZEWSKI
Deputy General Counsel	DAVID L. FEDER
Director of Operations and Resources Management	CLYDE B. BLANDFORD, JR.
Deputy Director of Operations, Field Management	NANCY A. SPEIGHT
Director of Appeals and Special Programs	CAROL W. POPE
Director, Collaboration and Alternative Dispute Resolution Program	FERN J. FEIL
<i>Federal Service Impasses Panel</i>	
Chair	BETTY BOLDEN
Members	GILBERT CARRILLO, BONNIE P. CASTREY, DOLLY M. GEE, EDWARD F. HARTFIELD, MARY E. JACKSTEIT, STANLEY M. FISHER H. JOSEPH SCHIMANSKY
Executive Director	
<i>Foreign Service Labor Relations Board</i>	
Chair	PHYLLIS N. SEGAL
Members	TIA SCHNEIDER DENENBERG, RICHARD I. BLOCH JOSEPH SWERDZEWSKI
General Counsel	
<i>Foreign Service Impasse Disputes Panel</i>	
Chair	THOMAS COLOSI
Members	BETTY BOLDEN, DAVID GEISS, GEORGE LANNON, DOROTHY YOUNG

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 Center Ave., 30303-1270)	Brenda M. Robinson	404-331-5212
Boston, MA (Suite 1500, 99 Summer St., 02110-1200)	Edward S. Davidson	617-424-5730
Chicago, IL (Suite 1150, 55 W. Monroe, 60603-9729)	William E. Washington	312-353-6306
Dallas, TX (Suite 926, 525 Griffin St., 75202-5903)	James Petrucci	214-767-4996
Denver, CO (Suite 100, 1244 Speer Blvd., 80204-3581)	Marjorie K. Thompson	303-844-5224
San Francisco, CA (Suite 220, 901 Market St., 94103-1791)	Gerald M. Cole	415-356-5000
Washington, DC (Suite 400, 1255 22d St. NW., 20037-0001)	Michael W. Doherty	202-653-8500

Sources of Information

Employment Employment inquiries and applications may be sent to the Director of the Human Resources Division. 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 Assistant to the Executive Director. Phone, 202-482-6560 or 202-482-6690, ext. 440. Internet, <http://www.flra.gov/>.

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 Assistant to the Executive Director, Federal Labor Relations Authority, 607 Fourteenth Street NW., Washington, DC 20424-0001. Phone, 202-482-6560. Internet, <http://www.flra.gov/>.

FEDERAL MARITIME COMMISSION

800 North Capitol Street NW., Washington, DC 20573-0001
Phone, 202-523-5707. Internet, <http://www.fmc.gov/>.

Chairman	HAROLD J. CREEL, JR.
Commissioners	MING C. HSU, JOE SCROGGINS, JR.,D ELMOND J.H. WON, (VACANCY)
General Counsel	THOMAS PANEBIANCO
Secretary	JOSEPH C. POLKING JOSEPH T. FARRELL
Director, Office of Informal Inquiries, Complaints, and Informal Dockets	
Chief Administrative Law Judge	NORMAN D. KLINE
Director, Office of Equal Employment Opportunity	ALICE M. BLACKMON
Inspector General	TONY P. KOMINOTH
Managing Director	EDWARD PATRICK WALSH
Deputy Managing Director	BRUCE A. DOMBROWSKI
Director, Bureau of Economics and Agreements Analysis	AUSTIN SCHMITT
Director, Bureau of Tariffs, Certification, and Licensing	BRYANT L. VANBRAKLE
Director, Bureau of Enforcement	VERN W. HILL
Director, Bureau of Administration	SANDRA L. KUSUMOTO

The Federal Maritime Commission regulates the waterborne foreign commerce of the United States, ensures that U.S. international trade is open to all nations on fair and equitable terms, and protects against unauthorized, concerted activity in the waterborne commerce of the United States. This is accomplished through maintaining surveillance over steamship conferences and common carriers by water; ensuring that only the rates on file with the Commission are charged; reviewing agreements between persons subject to the Shipping Act of 1984; guaranteeing equal treatment to shippers, carriers, and other persons subject to the shipping statutes; and ensuring that adequate levels of financial responsibility are maintained for indemnification of passengers.

The Federal Maritime Commission was established by Reorganization Plan No. 7 of 1961 (5 U.S.C. app.), effective August 12, 1961. It is an independent agency that regulates shipping under the following statutes: the Shipping Act of 1984 (46 U.S.C. app. 1701-1720); the Merchant Marine Act, 1920 (46 U.S.C. app. 861 *et seq.*); the Foreign Shipping Practices Act of 1988 (46 U.S.C. app. 1710a); the Merchant Marine Act, 1936 (46 U.S.C. app. 1101 *et seq.*); and certain provisions of the act of November 6, 1966 (46 U.S.C. app. 817(d) and 817(e)).

Activities

Agreements The Commission reviews for legal sufficiency agreements filed under section 5 of the Shipping Act of 1984 (46 U.S.C. app. 1704), including conference, interconference, and cooperative working agreements among common carriers, terminal operators, and other persons subject to the shipping statutes. It also monitors activities under all effective agreements for compliance with the provisions of law and its rules, orders, and regulations.

Tariffs The Commission accepts or rejects tariff filings, including filings dealing with service contracts, of